



# ANNUAL REPORT

## 2022–23



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The ABS Annual Report 2022–23 can be found at: [www.transparency.gov.au/publications](http://www.transparency.gov.au/publications)

## Acknowledgement of country

The Australian Bureau of Statistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia where we work, learn, and live. We recognise their continuing connection to land, waters, and community and pay our respects to their cultures and Elders, past, present, and emerging.



The Hon Dr Andrew Leigh MP  
Assistant Minister for Competition, Charities and Treasury

Dear Assistant Minister

I am pleased to present the annual report for the Australian Bureau of Statistics (ABS) for the year ended 30 June 2023.

This report has been prepared in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act). Section 46 of the PGPA Act requires an annual report be given to the entity's responsible Minister for presentation to the Parliament.

The report includes the ABS' audited financial statements in accordance with subsection 43(4) of the PGPA Act as well as the ABS' annual performance statement in accordance with subsection 39(1)(b) of the PGPA Act.

As required by sections 10 and 17AG (2)(b) of the *Public Governance, Performance and Accountability Rule 2014*, I certify that:

- the agency has prepared fraud risk assessments and a fraud control plan
- the agency has in place fraud prevention, detection, investigation and reporting mechanisms that meet its specific needs
- I have taken all reasonable measures to appropriately deal with fraud relating to the agency
- there have been no significant instances of fraud identified during 2022–23.

Yours sincerely

A handwritten signature in black ink that reads 'David Gruen'.

**Dr David Gruen AO**  
Australian Statistician

25 September 2023

# Chapter 1 - Australian Statistician's review

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## Introduction

Over the course of 2022–23, the ABS continued to adapt its work program and ways of working to respond to emerging priorities, and to deliver statistics, information, and insights governments and the community needed. A significant multi-year investment in the ABS was announced in the 2023–24 Budget which enables us to continue the necessary modernisation of our IT systems and to produce new statistics, including to improve data coverage to better understand intergenerational disadvantage.

## New statistics using new systems

In 2022–23, Phase 1 of our Big Data, Timely Insights (BDTI) program delivered a foundational, secure cloud environment for the ABS; built key statistical tools in the cloud; and created three new monthly indicators (the Monthly Business Turnover Indicator, Monthly Household Spending Indicator and Monthly Employee Earnings Indicator) using big datasets including transactions data from Australia's major banks and Single Touch Payroll data from the Australian Taxation Office. Using existing data to produce statistics limits the reporting burden on business and households.

To provide more timely information at a time of rising inflation in Australia and globally, the ABS began publishing a Monthly Consumer Price Index Indicator in October 2022. This initiative has proven useful to key users, however with only around two-thirds of the prices updated each month the quarterly CPI remains the principal measure of inflation.

Phase 2 of BDTI will produce new important data, including a complete monthly measure of the CPI. The funding will also support the transition of key data assets to a secure cloud environment, reducing risks to the production and accuracy of Australia's key economic statistics.

## Supporting wider data needs

The ABS informs Australia's important decisions by delivering relevant, trusted, and objective data, statistics, and insights. While the ABS fulfils this purpose primarily by producing statistics and making data available to Australians, the ABS is also playing an important role to help uplift the data systems and capability of other organisations. For example, over the past 12 months the ABS has worked closely with the Melbourne Institute to support uplift of their purpose-built data enclave that enables virtual access to micro-level data, with a focus on applying the [Five Safes framework](#).

The ABS is partnering with Commonwealth and state government agencies to enhance their capacity to safely share or analyse their datasets within a secure environment developed by the ABS. The [Secure Environment for Analysing Data](#) (SEAD) service is an extension of the cloud-based ABS DataLab infrastructure and establishes separate secure environments for other government agencies to host, analyse, and share data. Partner agencies have exclusive administration rights over their SEAD environment to govern data access and use in accordance with their legislative, policy, and risk frameworks. The ABS maintains the environment's system security and performance.

## Australian Public Service Data Professional Stream

The Australian Public Service (APS) Data Professional Stream was established to improve the data capability of its workforce by sourcing, growing, and mobilising data expertise across the APS. I was appointed the inaugural Head of the Data Profession in September 2020.

The Data Profession reached its two-year milestone in September 2022 with a series of priority projects designed to enhance the data capabilities of the APS workforce progressing well or nearing completion. A [two-year program report](#) which outlines achievements to date, success measures, challenges and lessons learned was published on the Australian Public Service Commission (APSC) website.

## Looking forward



The ABS will continue to experience a range of challenges during 2023–24 which will put its business-as-usual work program and core statistics under pressure. These challenges include higher-than-usual levels of staff attrition in critical areas, the war for talent, declining response rates to our business and household surveys, and rising costs as we move to a modern, secure, cloud-based ICT environment. This will require careful management to direct the ABS' resources to maximise the value the ABS can bring to the Australian public.

The ABS is continuing to experience rising demand for its services. The ABS will continue to provide leadership across the Australian Government to lift APS data capability, securely share data, and help extract maximum value from public and private sector data to inform public policy. The ABS will deliver several key initiatives over 2023–24 and beyond:

- The Vocational National Data Asset will bring together data on vocational education and training participation with outcome indicators such as income, employment status, and participation in further study.
- The [Accounting Software Project](#) will deliver a web application to extract data from accounting software packages used by small and medium businesses with their consent. This will benefit businesses by significantly reducing their reporting burden and allow the ABS to capture additional data to develop new statistical insights.
- The Criminal Justice Data Asset will link police recorded criminal offenders in Australia's criminal courts with adult prisoners in the corrective services systems. The dataset will show how people move and interact within and across the justice system nationally, something that is currently not possible.
- The National Disability Data Asset (NDDA) will bring together linked, de-identified datasets from across Australian and state and territory governments' systems on people with disability and their pathways through services. The NDDA will be underpinned by a new national data integration infrastructure, known as the Australian National Data Integration Infrastructure (ANDII). The ABS, Australian Institute of Health and Welfare, and the Department of Social Services are partnering to deliver this initiative. The NDDA and ANDII will be co-designed and co-governed with state and territory partners, as well as the disability sector. ANDII is being built in such a way that it can be re-used in public policy domains beyond disability.
- The Life Course Data Initiative will provide access and link new administrative data assets to improve data coverage over the early stages of peoples' lives with the aim of generating a better understanding of entrenched disadvantage.
- The Data Profession will uplift data capabilities in the APS. Building on previously delivered initiatives, the Profession will expand the reach and impact of activities such as formal training for Senior Executive Service and Executive Level staff, sourcing quality data graduates, and embedding the data capability framework. The ABS will continue to lead this initiative, in partnership with the APSC.

The ABS is standing up a new organisational structure to deliver on these priorities, continue our business-as-usual statistical program and support a new organisational design. This design will support our ambitious work program over the next 5 years.

## Acknowledgements

I pay tribute to the commitment, professionalism, and capability of the skilled staff of the ABS, and thank the Australian people for their continuing support and trust in the ABS. Without our talented staff and the continued participation of our survey respondents and an increasing number of government and private sector data providers, the ABS would not be able to produce the information that shapes Australia's important decisions.

The ABS also actively engages with national statistics offices around the world to share experiences and innovations. The contributions of these organisations are significant, and I thank them all.

I would also like to thank the Chair of the Australian Statistics Advisory Council, Professor Ian Harper AO, as well as the Council members for their advice, insights, and continuing support. The ABS is grateful for the considered contributions from all members of its other specialist advisory groups.

Finally, I would like to acknowledge the Assistant Minister, the Hon Dr Andrew Leigh MP, for his support throughout 2022–23.

**Dr David Gruen AO**

**Australian Statistician**



**505**

statistical  
releases



**19,417,535**

ABS website  
sessions

**34,769**

DataLab  
sessions



**10,374,579**

calls to the ABS  
application programming  
interface (API) service



Media coverage  
providing a potential  
audience reach  
average of approx.  
**6 million per day**



**1,439**

media enquiries  
and interviews

ABS social media followers – **Total 373,958**



**166,739\***  
Facebook



**85,579**  
Twitter



**94,468**  
LinkedIn



**24,707**  
Instagram



**2,465**  
YouTube

\* Includes 27,546 for Census Facebook account

As at 30 June 2023 for previous 12 months

# Purpose and plan

The ABS' purpose is to inform Australia's important decisions by delivering relevant, trusted, and objective data, statistics, and insights.

To achieve its purpose, during 2022–23 the ABS focused on five enterprise-level strategic priorities:

1. Produce high-quality statistics
2. Generate timely new insights
3. Exercise leadership in the data landscape
4. Reduce burden on data providers
5. Enhance organisational capability, resilience, and adaptability.

The ABS is Australia's national statistical agency. It provides trusted official statistics on a wide range of economic, social, population, and environmental matters of importance to Australia.

The ABS has leadership roles in maximising the use of public data for statistical purposes and improving the Australian Government's data and statistical capabilities. The ABS advises official bodies on producing and using data and statistics, formulates standards, works with Australian States and Territories, and liaises internationally.

The ABS produces a corporate plan annually to document its priorities over a four-year period. It describes the operating environment, lists key activities, and provides performance measures and targets used to report performance each financial year. A copy of the [ABS Corporate Plan 2022–23](#) can be found on the ABS website.

## Accountable authority and organisational structure

The ABS is led by the Australian Statistician – a statutory office established by the [Australian Bureau of Statistics Act 1975](#).

Dr David Gruen AO, the Australian Statistician, was the Accountable Authority throughout 2022–23.

The ABS is supported by a dynamic and responsive organisation (see Figure 2.1), comprising statistical, corporate, and data services that enable the agency to deliver its role and functions.

## Responsible Minister

The ABS is an independent statutory authority within the Treasury portfolio and operates as part of the Australian Government. The ABS is accountable to the Parliament and the public through the Treasurer and the Assistant Minister for Competition, Charities and Treasury, the Parliamentary Committee process, and the tabling of its annual report.

The Hon Dr Andrew Leigh MP, Assistant Minister for Competition, Charities and Treasury is responsible for the ABS.

The Hon Dr Andrew Leigh MP

Assistant Minister for Competition, Charities and Treasury



# ABS Portfolio Budget Statement outcome and program

The ABS Portfolio Budget Statement outlines a single outcome and a single program for the agency:

## **Outcome 1**

Decisions on important matters made by governments, business and the broader community are informed by objective, relevant and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.

## **Program 1.1 – Australian Bureau of Statistics**

This program contributes to the outcome through delivery of high-quality statistical information to inform Australia's most important issues and through engaging with users within government, business, and the community to ensure they have the confidence in the statistical resources available to enable them to make informed decisions.

During 2022–23, the ABS was a trusted provider of high-quality and timely data, statistics, and insights. It delivered 505 statistical publications across economic, population, social and environment areas. Core economic and population statistics met standards set by the International Monetary Fund. The ABS Annual Performance Statement for 2022–23 is provided in [Chapter 4](#).

The [ABS Portfolio Budget Statement](#), which outlines the agency's outcome, program and deliverables, is available on the Treasury website.



**Dr David Gruen AO**  
Australian Statistician

**Census & Data Services Group**

**Teresa Dickinson PSM**  
Deputy Australian Statistician

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(Chief Methodologist)  
Methodology and Data Science  
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(Chief Data Officer)  
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**Jenny Telford**  
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Customer  
Experience &  
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**Ian Scensor**  
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Applications &  
Capability Branch

**Helen Robson**  
Program Manager  
Major Projects  
Branch

**Julian Doak**  
Program Manager  
(Chief Information  
Security Officer)  
Security &  
Infrastructure  
Branch

**Adam Rumbold**  
Program Manager  
IT Strategy &  
Architecture  
Branch

**ABS staff members**

ABS field staff, APS & EL staff, contractors

\*Acting, temporary or contractor



# Special article 1 - Secure Environment for Analysing Data

The ABS is partnering with Commonwealth and state government agencies to enable them to safely share or analyse their datasets within a secure environment through the introduction of the Secure Environment for Analysing Data (SEAD) service. The service commenced in June 2022, and represents a significant step forward in data access capability for the ABS and its partners.

The SEAD service is an extension of the cloud-based ABS DataLab infrastructure and establishes separate secure environments for other government agencies to host and share data with no risk to ABS data holdings. It also offers contemporary analytical tools for partner agencies to undertake complex analysis of large datasets.

The flexibility of the SEAD service provides partner agencies with exclusive administration rights over their environment to govern data access and use in accordance with their legislative, policy, and risk requirements. The ABS maintains the environment's overall system security and performance.

The SEAD service enables partner agencies to:

- incorporate the Commonwealth Data Sharing Principles into normal business practice
- create value through greater sharing of data, while retaining control over that data
- manage risks from existing data sharing and access practices
- utilise scalable, contemporary data science tools and solutions
- leverage a proven system with appropriate safeguards.

During 2022–23, the ABS set up secure environments for the Queensland Government Statistician's Office, Department of Finance, Department of Prime Minister and Cabinet, and the Australian Institute of Health and Welfare. A fifth environment was delivered to assist in the development of the National Disability Data Asset and the Australian National Data Integration Infrastructure.

The SEAD service provides agencies with data sharing and analytics capabilities at a fraction of the cost of developing and maintaining their own infrastructure. SEAD service is a time saving alternative to developing and implementing their own comparable infrastructure. In 2023–24, the operation of the [DATA Scheme](#) is expected to further drive demand for secure and cost-effective data sharing infrastructure across government.

The SEAD service demonstrates the ability of the ABS to be an innovator and leader in the Australian data landscape.



# Special article 2 - Big Data, Timely Insights Phase 1

The Big Data, Timely Insights (BDTI) Phase 1 program developed a contemporary, cloud-based approach for the ABS to use big data to produce new and timely statistical insights.

The COVID-19 pandemic demonstrated the value to policy makers of more timely economic indicators to inform their decisions. In response, the BDTI Phase 1 program harnessed existing big data to produce three new economic indicators:

- The *Monthly Business Turnover Indicator*, derived from Australian Taxation Office (ATO) Business Activity Statements data.
- The *Monthly Household Spending Indicator*, derived from de-identified banks transactions data.
- The *Monthly Employee Earnings Indicator*, derived from ATO Single Touch Payroll (STP) data.

All three new indicators are produced using the ABS' secure, cloud-based Scaled Analytical Data Environment (SADE). SADE is an organisational data lake and analytical platform, providing ABS data engineers, data analysts, data scientists and data custodians with a suite of continually updated and security assessed technologies. The program also demonstrated the pathway to modernise ABS survey production and replace legacy IT systems. New tools and processes have proven efficient and user-friendly for ABS data analysts, while maintaining the high level of data security needed to protect information provided to the ABS.

The ABS is committed to reducing the burden on those providing data used to create ABS products and services. To reduce the burden, the BDTI Phase 1 program has:

- harnessed existing sources of information and not imposed any new reporting burden on businesses when producing the three new economic indicators
- removed reporting burden from businesses by ceasing the ABS Survey of Employment and Earnings. Statistics on earnings are now derived from STP data by adapting the tools and processes developed for the Monthly Employee Earnings Indicator
- developed a new estimation method using Business Activity Statement data. This estimation method will enable comparable quality estimates to be produced for the quarterly Business Indicators using a smaller sample of businesses and reduce the reporting burden associated with the survey.

Building on what has been achieved to date, the ABS has now begun work on BDTI Phase 2. With funding announced in the 2023–24 Budget, BDTI Phase 2 will produce critical new data for decision-makers and the community, including a complete monthly measure of the Consumer Price Index. BDTI Phase 2 will also continue the modernisation and replacement of legacy IT systems by transitioning key data assets and methods to the secure and scalable cloud environment.

# Introductory Statement

As the accountable authority for the Australian Bureau of Statistics (ABS), I present the ABS Annual Performance Statement 2022–23, as required under paragraph 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, this Annual Performance Statement accurately reflects the performance of the ABS in 2022–23 and complies with subsection 39(2) of the PGPA Act.

In accordance with subsection 16F of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), this statement reports on the ABS' performance in the year ended 30 June 2023, assessed against the purpose, key activities and performance measures relevant to the ABS published in the:

- [ABS Corporate Plan 2022–23](#).
- ABS Portfolio Budget Statement 2022–23. [1](#)

Signed

**Dr David Gruen AO**

Australian Statistician

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1 The ABS entry in the Portfolio Budget Statement 2022-23 for the Treasury portfolio is contained in Budget 2022-23 – Portfolio Budget Statements 2022-23: Budget Related Paper No. 1.15 – Treasury Portfolio, pp. 63-82. ( [https://treasury.gov.au/sites/default/files/2022-10/tsy\\_pbs\\_october-2022-23.pdf](https://treasury.gov.au/sites/default/files/2022-10/tsy_pbs_october-2022-23.pdf) ). ↩

# ABS purpose

To inform Australia’s important decisions by delivering relevant, trusted and objective data, statistics and insights.

# Performance results and analysis

The ABS’ Annual Performance Statement (the Statement) reports on the period from 1 July 2022 to 30 June 2023. The Statement presents the results of the ABS’ performance over the financial year against the performance criteria in the [ABS Portfolio Budget Statements \(PBS\) 2022–23](#) and [ABS Corporate Plan 2022–23](#). All results relate to one program in the Treasury Portfolio PBS: *1.1 Australian Bureau of Statistics*:

## Outcome 1

Decisions on important matters made by governments, business, and the broader community are informed by objective, relevant, and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.

## Program 1.1 – Australian Bureau of Statistics

This program contributes to the outcome through delivery of high-quality statistical information to inform Australia’s most important issues and through engaging with users within government, business, and the community to ensure they have the confidence in the statistical resources available to enable them to make informed decisions.

The ABS Corporate Plan 2022–23 outlined eight performance measures for assessing performance for the reporting period. The results are summarised below. The Statement provides an assessment of ABS’ achievements and analysis of each performance measure. The ABS assessed its results using the same rating scale as used for the Annual Performance Statement 2021–22.

## Performance ratings

The following ratings were used to determine the overall assessment of each performance measure:

Rating	Single method	Multiple methods
Full achievement	Result was 100% of the target	All results were 100% of the target
Substantial achievement	Result was greater than or equal to 66% but less than 100% of the target	The lowest result was greater than or equal to 66% but less than 100% of the target
Partial achievement	Result was greater than or equal to 33% but less than 66% of the target	The lowest result was greater than or equal to 33% but less than 66% of the target
Limited or no achievement	Result was less than 33% of the target	The lowest result was less than 33% of the target
Not assessed	Result not available due to the frequency of the testing, unavailability of information, or establishing a benchmark	Result not available due to the frequency of the testing, unavailability of information, or establishing a benchmark

## Summary of performance results by Priority [1](#)

1 <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/priorities-and-activities> <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/performance-measures-and-targets> ↩



## Priority 1: Produce high-quality statistics

**Measure 1.1:** Trust in ABS statistics – [Substantial achievement]

**Measure 1.2:** International compliance – [Full achievement]

**Measure 1.3:** Conduct the Census – [Full achievement]

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## Priority 2: Generate timely new insights

**Measure 2.1:** Stakeholder needs are met – [Full achievement]

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## Priority 3: Exercise leadership in the data landscape

**Measure 3.1:** Access to ABS statistics and data – [Full achievement]

**Measure 3.2:** Delivery of data peer learning opportunities to APS employees – [Not assessed]

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## Priority 4: Reduce burden on data providers

**Measure 4.1:** Efficiency of statistical operations – [Full achievement]

**Measure 4.2:** Burden on survey respondents – [Full achievement]

# Priority 1

## Produce high-quality statistics [1](#)

ABS data and statistics inform important decisions made by governments, business and the wider community. They underpin fiscal and monetary policy and inform the delivery of programs and services vital to the health and wellbeing of Australians. The ABS produces statistics to inform monitoring and decision-making for many aspects of the Australian economy and society.

ABS data and statistics also support a strong well-functioning democracy. ABS data contributes to fair electoral boundaries by accurately showing the relative population growth of communities in different locations and changing population densities.

Performance against this priority was assessed by three performance measures in 2022–23:

- **1.1 Trust in ABS Statistics** – level of trust in the ABS and its statistics
- **1.2 International compliance** – ABS statistics meet standards for National and International Accounts, Labour Force, Unemployment, Consumer Price Index, and Estimated Resident Population
- **1.3 Conduct the Census** – implementation of the Census to deliver trusted data

For 2022–23, performance measures 1.2 and 1.3 were assessed as fully achieved. Measures 1.1 was assessed as substantially achieved. Further explanation related to these measures is provided below.

Measure 1.1 Trust in ABS Statistics – level of trust in the ABS and its statistics
Result: Substantial achievement

### Context

A high level of trust in the ABS across the community reflects confidence among households, businesses, and other data suppliers that the data they provide will be secure and the official statistics produced will be unbiased and objective. Without trust in both the institution and the statistics produced, the ABS could not maintain high survey response rates.

High survey response rates mean more data. This generally enables the ABS to produce higher quality statistics to inform Australia’s important decisions.

The next Community Trust in ABS Statistics Survey (CTASS) will be conducted in 2024–25.

Method 1: Community Trust in ABS Statistics Survey (CTASS)	Target: At least 85% level of trust in ABS and ABS statistics	Result: Not assessed
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The CTASS was not undertaken in 2022–23. It is a five-yearly survey, last undertaken in 2019–20 and found 87% of the general community who responded in the 2020 CTASS and had heard of the ABS trusted or greatly trusted the ABS. [2](#)

Method 2: Number of statistics released free of significant errors(a)	Target: 100% of statistics are released free of significant errors	Result: Substantial achievement  For the period 1 July 2022 to 30 June 2023, 99.6% of statistics were released to the ABS website free of significant errors.
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(a) An error is significant if it could mislead a user in relation to the value of a statistical indicator of national or state importance.

Analysis

Between 1 July 2022 and 30 June 2023, there were 505 statistical releases published to the ABS website, a decrease of 2 releases on the previous financial year.

In 2022–23, there were two significant errors in ABS releases, both found by a user. The number of publications with a significant error was one less than the previous financial year and was less than 1% of all releases.

In each case identified, the ABS updated the statistical release on the website. Both were tier 1 releases. The errors were:

- Incorrect data in graph/table in Wage Price Index (published 16 November 2022 and corrected the same day).
- Incorrect data and commentary in National, State and Territory Population (published 21 September 2022 and corrected 26 September 2022).

The low percentage of statistical releases published with a significant error demonstrates the continued high-quality of ABS statistical releases.

<b>Measure 1.2 International compliance</b> – ABS statistics meet standards for National and International Accounts, Labour Force, Unemployment, Consumer Price Index, and Estimated Resident Population
<b>Result:</b> Full achievement

Context

The ABS has continued to produce key economic and population statistics with appropriate coverage, frequency, and timeliness as independently assessed by the International Monetary Fund (IMF) against the [Special Data Dissemination Standard](#). Achievement against this standard is the ABS’ overarching performance criterion from its PBS.

The reputation of the ABS is based on the continued provision of quality statistics that meet expected standards. Adherence to the independent IMF standard engenders a high degree of credibility in ABS statistics. The results of the IMF assessment provide users with the ability to objectively compare Australia’s statistical capability and capacity with international counterparts. ABS official statistics adhere to published Australian and international standards which are available on the ABS website.

<b>Method:</b> Compliance with International Monetary Fund (IMF) Special Data Dissemination Standard (SDDS)	<b>Target:</b> IMF assess ABS to be 100% compliant with SDDS for in-scope collections	<b>Result:</b> Full achievement  The IMF has assessed Australia's data provision as compliant with the SDDS across all categories.
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Analysis

Australia has subscribed to the SDDS since April 1996 and has maintained its compliance to date.

Compliance relates directly to the ABS’ ability to release key economic and population statistics with appropriate coverage, frequency and timeliness set by the standard. These key statistics comprise national and international accounts including the Balance of Payments; labour market data on employment and wages and earnings; Consumer Price Index; and population estimates.

The ABS reports annually to the IMF on its compliance with the SDDS. Based on the material the ABS provides, the IMF publishes a [summary of observance](#) against the SDDS standard on its website. In March 2023, the [Australia’s Annual Observance Report](#) of the Special Data Dissemination Standard for 2022 noted that Australia’s dissemination policies “*have been in observance of the SDDS since the time of subscription*”.

This measure has been assessed as compliant, based on the report published on the IMF website.

<b>Measure 1.3 Conduct the Census</b> – implementation of the Census to deliver trusted data
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Context

Every five years, the ABS counts every person and home in Australia by undertaking the Census of Population and Housing (the Census). The Census is a legislated obligation under the *Census and Statistics Act 1905*.

The Census is the most comprehensive snapshot of the country and tells the story of how Australia and its people are changing. In 2021, it included almost 11 million households and over 25 million people.

Census data provides a rich and valuable insight into the economic, social, and cultural make-up of the country by asking questions about a range of topics. The Census improves the accuracy of population estimates for Australia in each state, territory, and local government area.

The Census is a major undertaking. Planning for the next Census begins even before all activities for the last Census have ended. The ABS conducts each Census over a five-year period and the targets for this measure in the ABS Corporate Plan change each year to reflect the major phases of Census.

<b>Method:</b> Release of the first statistics from the 2021 Census within 12 months of Census night	<b>Target:</b> First release of Census data occurs before 10 August 2022	<b>Result:</b> Full achievement  The first release of Census data occurred before 10 August 2022.
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Analysis

In June 2022, the first data from the 2021 Census was released ahead of schedule, and with two subsequent releases in October 2022 and March-April 2023. Between 1 July and 10 August 2022, the ABS released 65 social media posts promoting the 2021 Census data.

The ABS releases included:

- First release: 28 June 2022 – key demographic data including information about cultural diversity, religious affiliation, Australian families, and households.
- Second release: 12 October 2022 – employment, internal migration (address of usual residence 1 year ago and 5 years ago) and educational qualifications.
- Third release: 22 March and 27 April 2023 – data on homelessness and socio-economic indexes for areas (SEIFA), and Census Detailed Microdata.

For the first time, the ABS released data on long-term health conditions and service in the Australian Defence Force.

The ABS published a suite of information snapshots, data tools and reference material to help people access the data from the three releases. This includes geographic based data for 75,000 areas (QuickStats) and 15,000 Community Profiles.

2021 Census data is also available in TableBuilder, a popular tool that enables users to build tables to their own specifications.

1 <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/priorities-and-activities>  
<https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/performance-measures-and-targets> ↩

2 <https://www.transparency.gov.au/annual-reports/australian-bureau-statistics/reporting-year/2019-20-10> ↩



# Priority 2

## Generate timely new insights [1](#)

The ABS uses a range of survey and non-survey data to create insights into aspects of our nation. Key clients and users of ABS data and statistics (including Commonwealth and state governments, academia, business, and the not-for-profit sector) are engaged to ensure innovative statistical products are relevant and valued. Through these collaborative efforts, the ABS can provide statistical information for government and other users of our statistical products to assess the effectiveness of policies, inform important research and public debate, and present insights to inform ongoing policy development.

Performance against this priority was assessed by one performance measure in 2022–23:

- **2.1 Stakeholder needs are met** – new statistics or insights are used to inform priority policy or decisions.

For 2022–23, performance measure 2.1 was assessed as fully achieved. Further explanation related to this measure is provided below.

Measure 2.1 <b>Stakeholder needs are met</b> – new statistics or insights are used to inform priority policy or decisions
Result: Full achievement

### Context

The ABS is responsive to the growing demand for quality data and engages with key stakeholders to ensure its data and statistics meet their needs. The ABS is exploring alternative sources of data and statistical methods to provide new insights which address current and emerging information needs.

The ABS is using new data sources to deliver more timely indicators of the Australian economy, society and environment, including a monthly Consumer Price Index (CPI) Indicator to complement the quarterly CPI; more frequent geographically detailed information about regional labour markets; data on supply chain resilience; climate and natural hazard information on the vulnerability of locations and communities, to better prepare for disasters and recovery; and a set of monthly economic indicators comprising business turnover, household spending and employee earnings.

<b>Method:</b> Case studies showing how new statistics or insights are used by clients	<b>Case studies:</b> 1. Assessment of the benefits to business and governments of capturing changes in the Australian labour market by updating the Australian and New Zealand Standard Classification of Occupations.  2. Assessment of the benefits for various stakeholders of using administrative datasets to produce a monthly Consumer Price Index indicator.	<b>Result:</b> Full achievement  See case study 1 and case study 2.
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### Analysis

The ABS continues to meet the needs of government, business, and the community for more timely data, and is exploring opportunities to source data from all tiers of government and the private sector. One of the ways the ABS meets the needs of its clients is through the development of new statistics and data to inform priority policy or decisions.

[Case study 1](#) provides evidence of how the ABS has supported a wide range of key stakeholders to inform the first set of proposed changes to the Australian and New Zealand Standard Classification of Occupation (ANZSCO) as a part of the 2024 Australian Update. It shows the breadth of engagement and consultation undertaken and displays how the ABS is meeting stakeholder’s needs.

[Case study 2](#) highlights the ABS’ response at a time of high inflation and rising interest rates to produce a more frequent indicator of CPI inflation by leveraging new data sources. The monthly CPI Indicator informed monetary and fiscal policy during a period of the highest inflation in over 30 years. The CPI is an important measure of household inflation.

<sup>1</sup> <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/priorities-and-activities>

<https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/performance-measures-and-targets> ↩

# Priority 3

## Exercise leadership in the data landscape [1](#)

The ABS is leading the Australian Public Service (APS) Data Professional Stream with the aim of strengthening data capability across the APS. The ABS, along with 25 other agencies, is progressing the initial two-year work program which includes the training of specialised data graduates and improving data skills and literacy more broadly across the APS workforce.

The Australian Statistician is also a member of the National Data Advisory Council, established under the *Data Availability and Transparency Act 2022*. In this capacity, the Australian Statistician advises the National Data Commissioner on using and sharing public sector data including on ethical data use, balancing data availability with privacy protection, trust and transparency, technical best practice, industry and international developments and community expectations.

The ABS also looks after some of the nation’s most important and influential data. Users expect the ABS to continually improve access to its products and services.

Performance against this priority was assessed by two performance measures in 2022–23:

- **3.1 Access to ABS data and statistics** – access to data products and services
  
- **3.2 Delivery of data peer learning opportunities to APS employees**

For 2022–23, performance measure 3.1 was assessed as fully achieved. Measure 3.2 was not assessed, as data for this reference period has been used to establish a benchmark for assessing achievement in future years. Further explanation related to these measures is provided below.

Measure 3.1 Access to ABS data and statistics – access to data products and services
Result: Full achievement

### Context

The ABS is a trusted provider of information, enabling its users to securely access data to support research and evaluation of public policy issues without compromising privacy and confidentiality. ABS data products and services provide valuable and timely insights, and support analysis across a range of economic and social dimensions to inform policy makers, businesses, and other sectors of the community.

The ABS provides access to statistics through a range of channels, including the ABS website, DataLab, TableBuilder, and customised data services. Users of ABS statistics continue to access a wide range of free data and statistics on the ABS website or by configuring their systems to an Application Programming Interface (API). Machine-to-machine access provides a fast avenue for regular users to import data into their systems. Advanced analysis and complex research are enabled through access to microdata products in the ABS DataLab. This service is cost recovered from users undertaking approved projects.

The ABS continues to use social media platforms to engage with the Australian public, media and industry to increase awareness of ABS statistics. The ABS releases a range of snapshots and infographics on its social media platforms which provide notice of key upcoming releases and highlight topical statistics.

Method: Composite index of channel access:(a) <ul style="list-style-type: none"><li>• Calls to API service</li><li>• Number of DataLab sessions</li><li>• Invoices for customised data services</li><li>• Count of ABS website sessions</li><li>• Registered users of TableBuilder</li></ul>	Target:(b) 106	Result: Full achievement The overall index value for 2022–23 was 144.7.
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(a) For each of the five channels, the counts of access for the current year is divided by the counts of access in benchmark year (2020-21).

The composite index is calculated by taking the average of each of the five channels and multiplying by 100.

(b) Based on a benchmark value of 100 in 2020–21.

Analysis

The ABS is committed to improving access to statistics through a range of avenues, while maintaining privacy and ensuring confidentiality of the data. The composite index provides a balanced indication of performance and smooths the effect of single-channel fluctuations. This is particularly important as new methods for providing access, such as APIs, replace other access methods.

The significant increase of the overall index values for 2022–23 compared to the benchmark was driven by increased calls to the API service, as well as increased access to the ABS website and DataLab.

**ABS Data APIs** usage increased in 2022–23 by 7%, from 9,706,204 to 10,374,579 calls to API services. The growth in access through the ABS Data API reflects interest in Census data, new ABS releases and familiarity with using the API.

**DataLab** usage grew in 2022–23 by 44%, from 24,089 to 34,769 sessions. The ABS continued to maintain and update the data assets available in DataLab to meet the needs of researchers for approved projects.

**Customised data invoices** increased in 2022–23 by 18%, from 387 to 456 invoices. Customised data are typically requested by government and private sector organisations. This reporting year saw the release of data from the 2021 Census of Population and Housing and there was a consequential increase in demand.

**ABS website sessions** increased in 2022–23 by 7%, from 18,199,269 to 19,417,535 sessions. The increased number of sessions reflected the continued demand for 2021 Census data on the ABS website.

**TableBuilder user registrations** increased in 2022–23 by 10%, from 117,291 at the end of 2021–22 to 128,705 registrations. The ABS released the 2021 Census data series and all Census TableBuilder products free of charge, which has proven popular and is the most used dataset in TableBuilder. 2022–23 was also the first year all users of Tablebuilder were required to register in order to access any Census data.

Measure 3.2 Delivery of data peer learning opportunities to APS employees
Result: Not assessed – Benchmarking year

Context

The Data Profession Members Community Platform (MCP) offers Data Profession network members a platform to discover and connect with other Data Professionals across the APS and state and local government employees. The platform supports peer-based learning and provides the opportunity to collaborate, share resources, join Communities of Practice (CoPs), promote events and find learning offerings and resources. The platform features a directory of members, links to capability development materials, CoP discussion boards and blogs, information on mobility opportunities and a library of resources.

CoPs are a vehicle to support capability development in a modern workplace. The CoPs support development and promotion of best practice, opportunity to crowd source solutions, develop strategy and discuss issues affecting members.

The number of engagements captures the activities of members asking questions, getting answers, and retrieving library entries. Examples of library entries include recordings of events, seminar series and resources such as the APS Data Capability Framework, Data Job Role Personas and Data Literacy pathway document.

Method: Number of peer learning offerings delivered through, for example, specialist speaker series, Data Profession Technical Fora, and other data profession engagements	Result: No target - benchmarking year	Result: Not assessed - benchmark has been established  There were 13,839 peer learning engagements delivered through membership, communities of practice (CoPs) and interactions on the Data Profession Members Community Platform (MCP).
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Analysis



**Number of Member Community Platform (MCP) members:** There were 5,357 members of the MCP as of 30 June 2023. The MCP was launched in August of 2022 and has steadily increased in membership. The Data Profession will continue to promote the platform to APS staff, and staff in state/territory and local governments working with data.

**Number of Communities of Practice (CoP):** There were 15 Data Profession CoPs on the MCP as of 30 June 2023, comprising 13 dedicated Data Profession CoPs and 2 CoPs shared between the Data and Digital Professions.

**Number of engagement/interactions with the MCP:** There were 8,467 interactions on the MCP as of 30 June 2023. The number of engagements includes the total numbers of threads and replies posted on the platform, as well as library entries and their views and downloads.

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<sup>1</sup> <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/priorities-and-activities>  
<https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/performance-measures-and-targets> ↩

# Priority 4

## Reduce burden on data providers [1](#)

The ABS is committed to collecting information in the most efficient way possible and reducing the burden on those providing data used to create ABS products and services.

Performance against this priority was assessed by two performance measures in 2022–23:

- **4.1 Efficiency of statistical operations** – improve efficiency with which data is collected
  
- **4.2 Burden on survey respondents** – time taken to complete business surveys

For 2022–23, performance measures 4.1 and 4.2 were assessed as fully achieved. Further explanation related to this measure is provided below.

Measure 4.1 Efficiency of statistical operations – improve efficiency with which data is collected
Result: Full achievement

### Context

The ABS strives to improve the efficiency of statistical operations. This includes reducing the burden on businesses and households selected for surveys. The ABS collaborates with other organisations and harnesses new technologies to improve the ease with which providers and users engage with the ABS.

The ABS works with providers to simplify the data collection process and reduce provider effort required. This cooperation delivers better managed and less burdensome collections.

Method: Case studies showing efficiencies made in collecting data for statistical purposes	Case studies: 3. New ways of reporting to significantly reduce burden for small and medium businesses.  4. Feasibility of establishing a national crime and justice data asset and reporting system.	Result: Full achievement  See case study 3 and case study 4.
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### Analysis

The ABS reduces burden on data providers and users by making the collection and use of statistics and data more efficient.

[Case study 3](#) provides insight into the ABS Accounting Software Project which is delivering a better way for small and medium businesses to report data to the ABS and reduce the time spent completing surveys.

[Case study 4](#) showcases the feasibility of establishing a national linked crime and justice dataset for use in developing, monitoring, evaluating, and researching criminal justice policy. The feasibility study was also designed to examine the potential to reduce duplication of reporting for data custodians, as well as more secure and improved access to the data for researchers.

Measure 4.2 Burden on survey respondents – time taken to complete business surveys
Result: Full achievement

### Context

The ABS uses a range of methods, including data integration, administrative data, and sampling techniques, to reduce duplication across its collections and limit the survey burden on both households and businesses. The ABS uses administrative data to replace or supplement surveys, limits the period each individual business is in a sample for repeating business surveys; minimises the number of different ABS surveys for which the same business is selected; and minimises the chance that households are selected in more than one ABS survey.

selected, and minimises the chance that households are selected in more than one ABS survey.

The ABS partners with other Government agencies to use existing data to supplement (and therefore, shorten) surveys, and with commercial entities to source transaction data (e.g. supermarket scanner data used to produce the Consumer Price Index) to substitute for survey data where possible.

<b>Method:</b> Total time taken for survey respondents to complete business surveys	<b>Target: (a)</b> 6.5 percent decrease on benchmark	<b>Result:</b> Full achievement  The ABS has achieved a 12.5 percent decrease on the 2020-21 benchmark.
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(a) Based on a benchmark value of 338,964 hours in 2020–21.

Analysis

For the period 1 July 2022 to 30 June 2023, the time taken to complete surveys was 296,596 hours, recorded from 36 business surveys.

Surveys which made a significant contribution to the respondent burden reduction between the benchmark year and 30 June 2023 include:

- **Wage Price Index:** the reduction in burden was 7,489 hours.
- **Quarterly Business Indicators Survey:** the reduction in burden was 7,272 hours.
- **Rural Environment and Agricultural Commodities Survey:** the reduction in burden was 3,402 hours.

Another factor contributing to the reduction in respondent burden has been the discontinuation of:

- **Land Management Practices Survey (LAMPS):** (last conducted in 2015–16) reducing burden by 20,625 hours.
- **Survey of Motor Vehicle Use (SMVU):** (last conducted in 2019–20) reducing burden by 8,429 hours.

Smoothing of data is undertaken for regular surveys that are run every 2-5 years. The raw data is divided equally over the interval years, depending on the frequency of the survey. Consequently, LAMPS continued to contribute to respondent burden for 5 years until 2020–21 and SMVU for 2 years until 2021–22.

1 <https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/priorities-and-activities>  
<https://www.abs.gov.au/about/our-organisation/corporate-reporting/abs-corporate-plan/2022-23/performance-measures-and-targets> ↩

# Performance case study 1

**Priority 2: Generate timely new insights**

*Measure 2.1 Stakeholder needs are met – new statistics or insights are used to inform priority policy or decisions*

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**Case study 1 – Australian and New Zealand Standard Classification of Occupations**  
*Assessment of the benefits to business and governments of capturing changes in the Australian labour market by updating the Australian and New Zealand Standard Classification of Occupations.*

The ABS commenced a major uplift of the Australian and New Zealand Standard Classification of Occupations (ANZSCO) to ensure it reflects the contemporary Australian labour market and addresses external criticism that the classification is largely out of date.

In 2022–23, the first phase of a comprehensive public consultation strategy has been undertaken through the ABS Consultation Hub and targeted engagement with key stakeholders has been completed. More than 500 stakeholders were approached across government and industry.

Public consultation was conducted from 1 February 2023 to 28 April 2023, seeking feedback on a subset of occupations (242) grouped into 13 industry-based areas of interest. Participation was strong across ANZSCO users with 188 submissions received across the 13 interest areas including from federal government agencies and most state jurisdictions; peak industry bodies and other private sector entities. Broad interest by a number of these stakeholders can be seen in the banding together of multiple stakeholders to provide consolidated submissions, further strengthening their evidence base for proposed changes to ANZSCO.

The ANZSCO Review team presented a Q&A style webinar on 8 February 2023 to launch the public consultation phase, outlining the various ways in which stakeholders could participate in the consultation, including formal submissions. The webinar was attended by approximately 100 stakeholders, with numerous questions submitted live through an online polling platform. The webinar video has had over 300 views since it was uploaded to the ABS YouTube channel – more than twice the average for ABS videos.

The level of participation by stakeholders in the review was driven by promotion of the review across the known network of stakeholders (built from previous review work in 2021 and 2022), as well as via a dedicated landing page on the ABS website and promotion through social media platforms. These demonstrated higher-than-ABS-average levels of engagement by the target audience.

*“We would really like to thank your team for obviously holding all of these consultations and putting together these meetings because we do really feel heard and we feel like we really are participating in this ... we do really feel that ... our opinions are being valued and considered. So thank you very much for that.” [Australian Services Union]*

Complementing the public consultation phase, the ANZSCO Review team conducted focused discussions with key stakeholders with known interest in one or more of the 13 interest areas. These discussions have assisted the ABS to gain a clearer understanding of the labour market for occupations in scope of this first phase and informed the development of a set of proposed changes to the classification. Consultation has also increased the level of stakeholder trust in the ABS and the future utility of the classification.

These changes will be quality assured and combined with similarly developed changes over the next 18 months for final consultation in the second half of 2024. The updated ANZSCO, incorporating feedback garnered through numerous public and targeted consultations, will be released by December 2024 in time for use in the 2026 Census.

# Performance case study 2

**Priority 2: Generate timely new insights**

*Measure 2.1 Stakeholder needs are met – new statistics or insights are used to inform priority policy or decisions*

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**Case study 2 – Monthly Consumer Price Index Indicator**

*Assessment of the benefits for various stakeholders of using administrative datasets to produce a monthly Consumer Price Index Indicator.*

In 2022–23, the ABS used new and existing data sources to commence production of a more frequent indicator of Consumer Price Index (CPI) inflation. The monthly CPI Indicator has informed monetary and fiscal policy during a period of the highest inflation in over 30 years.

The CPI is an important measure of household inflation. A key purpose of the CPI is to inform monetary policy, with the Reserve Bank of Australia (RBA) having an explicit inflation target to “keep annual consumer price inflation between 2 and 3 per cent, on average, over time.” The CPI is also used to adjust a range of Government payments and programs, including pensions and allowances.

Most advanced countries publish a monthly CPI with Australia being one of only two OECD economies (the other is New Zealand), and the only G20 country, that does not produce a monthly CPI.

Until recently, the costs of producing an Australian monthly CPI have been prohibitive. Enhancements to the quarterly CPI, through the use of new data sources, have reduced data collection costs and made it possible to produce a more frequent measure of household inflation. In particular, the use of scanner data and web-scraping (automated) data collection techniques provide high frequency data at a lower cost.

Through the use of these new data sources to measure the CPI, the ABS was in a position to respond at a time of high inflation and rising interest rates to produce a more frequent indicator of CPI inflation.

Development of the monthly indicator started in March 2022. In August 2022, the ABS published a paper on [Introducing a monthly CPI indicator for Australia](#) and by September we released monthly data up until August 2022. This release of the monthly data proved very timely ahead of CPI inflation peaking at 7.8% in December 2022, the highest since 1990.

The development work also saw the introduction of a new data source for measuring rents in the CPI. Previously, a few thousand dwellings were included in the sample. With the availability of administrative data there are now around 500,000 dwellings measured in the CPI. The new data has also enabled the ABS to produce [New insights into the rental market](#) at a time of increasing rents and a greater focus on the rental market.

Users such as the RBA, Federal and State and Territory Treasuries, and private sector economists have found the monthly data valuable for understanding inflation dynamics. In the RBA's November 2022 *Statement of Monetary Policy*, it noted:

*“the monthly CPI indicator provides a reasonable guide to the quarterly CPI outcome and is a welcome step towards a timelier read on inflation in Australia.”*

In the 2023–24 Federal Budget, the ABS was funded to enable the production of a complete measure of monthly CPI of equivalent quality to the quarterly CPI. This will bring Australia into line with international best practice and ensure policy makers and economists are kept better informed on the inflation environment.



# Performance case study 3

**Priority 4: Reduce burden on data providers**

*Measure 4.1 Efficiency of statistical operations – improve efficiency with which data is collected*

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**Case study 3 – Accounting Software Project**

*New ways of reporting to significantly reduce burden for small and medium businesses.*

The Australian Government’s Data and Digital Government Strategy places people and business at the centre of the Australian Government’s data and digital activities. Aligned to this strategy is the ABS’ Accounting Software Project which is enabling a better way for small and medium businesses to report data to the ABS and reduce the time spent completing surveys.

The project has delivered a streamlined reporting process through a secure web application - *ABS Business Reporting*. The application allows businesses to connect their accounting software (e.g. Xero or MYOB) to the application and use information held in their software to prepare, review, and submit a data report to the ABS. A beta version of the application has been in trial with around 80 businesses since March 2023.

Businesses using the *ABS Business Reporting* application initially select and map data in their accounting software to the relevant ABS survey questions. This data mapping remains in place for future reporting. The trial has shown that business can draw data from their accounting software and streamline reporting to the ABS, with the time to report reduced from around 45 minutes (using the eform) to around 12 minutes for first time reporting (including initial mapping) and 8 minutes for future reporting.

This solution has also demonstrated the additional benefit of delivering improved quality of data due to limiting manual handling of data by businesses in the reporting process.

Throughout the development, the ABS worked with business, accountant, and bookkeeping stakeholders to co-design and deliver a streamlined reporting process.

Industry feedback from testing has been encouraging. Most businesses involved in the trial had previous experience reporting to the ABS, and the comparative experience using *ABS Business Reporting* has been positive. Importantly, trial businesses could see the value of investing in the first quarter to set-up streamlined and automated reporting in future quarters. They also said the reporting process was very smooth and much more convenient due to the direct link with accounting software.

*“Easier, a lot quicker and a lot better than the web form with being able to add accounts as you go” [Steven Plunkett, The Plunkett Family Trust]*

*"Happy to do it this way in the future"*  
*[Alexandra Wise, Director of Wise Accounts, Bookkeeping and Taxation]*

*“Very smooth and impressed with how easy it was to connect and report”*  
*[Nicolas Pecher, Tax practitioner]*

*ABS Business Reporting* will be in full production from September 2023 and offered to eligible businesses newly selected for the Quarterly Business Indicators Survey (QBIS).

# Performance case study 4

**Priority 4: Reduce burden on data providers**

*Measure 4.1 Efficiency of statistical operations – improve efficiency with which data is collected*

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**Case study 4 – Criminal Justice Data Asset**

*Feasibility of establishing a national crime and justice data asset and reporting system.*

The ABS sources a range of administrative data from police, criminal courts, and corrective service departments across all states and territories for statistical purposes. This administrative data, complemented by statistics from ABS surveys, provide users with contemporary and timely data on each element of the justice system. Currently, users do not have a single repository to analyse the movement and interactions of people within and across the justice system.

To augment the data available to policy makers, this project assessed the feasibility of building a longitudinal national data asset linking police recorded criminal offenders in Australia’s criminal courts with adult prisoners in the corrective services systems. This Criminal Justice Data Asset (CDJA) would then supply insights into patterns of offending, recidivism and prisoners returning to work.

The ABS partnered with police, court and corrective service departments across the states and territories to assess the feasibility of bringing together administrative data from twenty-four different sources. This work was overseen by a board with commissioners representing police, criminal courts and corrections, to provide advice on the pathways through the justice system and to ensure this sensitive data was safely and securely integrated.

The ABS developed and refined methods to link the data during this pathfinder project to ensure the CDJA would have appropriate quality. The ABS took a privacy by design approach for the CDJA and developed draft operating principles, defining custodian’s roles and responsibilities, flows of data, privacy obligations, approval processes for access, and the legal framework.

The ABS demonstrated the utility of the CDJA by analysing different measures of recidivism and applying analytical techniques to understand cross-jurisdictional flows of people interacting with the justice system. The ABS produced an analytical report and presented this to the oversight board, and the Boards of Management for police, criminal courts and corrections.

This feasibility project has enabled the ABS to gain agreement from the data custodians to move the CDJA to a production phase in 2023–24.

The CDJA will have the potential to link to other administrative datasets for richer, more in-depth statistical analysis. For example, analysis of life outcomes for people who have interacted with the criminal justice system. Once in production, CJDA will provide, for the first time, a nationally uniform and consistent data asset.

# Analysis of performance against purpose

In 2022–23, the ABS delivered all activities articulated in its [Corporate Plan 2022–23](#) and has demonstrated achievement against its purpose. Of the eight performance measures outlined in the Corporate Plan 2022–23, the ABS fully achieved six measures, substantially achieved one, and established a benchmark for measuring future year achievement for the remaining measure.

## Operating environment

The ABS has continued to emphasise the delivery of high-quality official statistics and generating new insights from the effective use of new and existing sources of available data. Factors contributing to performance outcomes include (but are not limited to):

- new collaborations between government agencies leading to better use of large government datasets, providing richer data for the ABS to develop new insights
- cooperation across the Data Profession to attract, develop, and retain staff and enhance the benefits of being a data professional in the APS, in response to the highly competitive employment environment for people with data skills
- businesses expecting the ABS to use existing or alternative data where it is available and reduce the length of surveys where the information is not crucial to informing key decisions.

## Factors affecting achievement of purpose

The ABS fully or substantially achieved most measures and targets, notwithstanding the challenges in the ABS' operating environment. The key challenges included:

- increased difficulty in and cost of collecting data from households and businesses
- increased competition for skilled statisticians and data scientists
- persistent threat of sophisticated cyber-security attack
- reliance on legacy systems and processes (which are being addressed through transition to new cloud infrastructure).



## INDEPENDENT AUDITOR'S REPORT

To the Assistant Minister for Competition, Charities and Treasury

### Opinion

In my opinion, the financial statements of the Australian Bureau of Statistics (the Entity) for the year ended 30 June 2023:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2023 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2023 and for the year then ended:

- Statement by the Accountable Authority and Chief Finance Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory information.

## **Basis for opinion**

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

## **Accountable Authority's responsibility for the financial statements**

As the Accountable Authority of the Entity, the Australian Statistician is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Australian Statistician is also responsible for such internal control as the Australian Statistician determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

GPO Box 707, Canberra ACT 2601  
38 Sydney Avenue, Forrest ACT 2603  
Phone (02) 6203 7300



In preparing the financial statements, the Australian Statistician is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Australian Statistician is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

### **Auditor's responsibilities for the audit of the financial statements**

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office

A handwritten signature in black ink, appearing to read 'M Vial', is positioned above a horizontal line.

Mark Vial  
Executive Director

Delegate of the Auditor-General

Canberra

1 September 2023

# Contents

## Statement by the Accountable Authority and Chief Finance Officer

### Primary financial statements

- [Statement of Comprehensive Income](#)
- [Statement of Financial Position](#)
- [Statement of Changes in Equity](#)
- [Cash Flow Statement](#)
- [Administered Schedule of Comprehensive Income](#)
- [Administered Schedule of Assets and Liabilities](#)
- [Administered Reconciliation Schedule](#)
- [Administered Cash Flow Statement](#)

### Notes to the financial statements

#### [Overview](#)

#### [1. Financial Performance](#)

- 1.1. Expenses
- 1.2. Own-Source Revenue and Gains

#### [2. Financial Position](#)

- 2.1. Financial Assets
- 2.2. Non-Financial Assets
- 2.3. Payables
- 2.4. Leases
- 2.5. Provisions

#### [3. Funding](#)

- 3.1. Appropriations
- 3.2. Net Cash Appropriation Arrangements

#### [4. People and Relationships](#)

- 4.1. Key Management Personnel Remuneration
- 4.2. Related Party Disclosures

#### [5. Managing Uncertainties](#)

- 5.1. Contingent Assets and Liabilities
- 5.2. Financial Instruments

#### [6. Other Information](#)

- 6.1. Current/non-current distinction for assets and liabilities
- 6.2. Restructuring

# Statement by the Accountable Authority and Chief Finance Officer

In our opinion, the attached financial statements for the year ended 30 June 2023 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Bureau of Statistics will be able to pay its debts as and when they fall due.

Image of the signatures of the Australian Statistician and Chief Finance Officer.

# Statement of Comprehensive Income

For the period ended 30 June 2023

				October
		2023	2022	Budget 2023
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	351,096	444,497	297,379
Suppliers	1.1B	89,676	163,207	125,531
Depreciation and amortisation	2.2A	44,584	52,157	44,474
Finance costs	1.1C	1,564	1,608	1,474
Impairment loss on financial instruments		29	76	-
Write-down and impairment/ (reversal of impairment) of other assets	1.1D	(35)	214	-
Losses from asset sales		-	481	-
Other expenses		-	68	-
Total expenses		486,914	662,308	468,858
Own-Source Income				
Own-source revenue				
Revenue from contracts with customers	1.2A	78,274	59,353	70,064
Rental income	1.2B	1,043	762	1,034
Other revenue	1.2C	878	1,385	-
Total own-source revenue		80,195	61,500	71,098
Gains				
Other gains		-	197	226
Total gains		-	197	226
Total own-source income		80,195	61,697	71,324
Net cost of services		(406,719)	(600,611)	(397,534)
Revenue from Government		368,608	579,470	368,608
(Deficit)		(38,111)	(21,141)	(28,926)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		492	1,746	-
Total comprehensive (loss)		(37,619)	(19,395)	(28,926)

Accounting Policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the Australian Bureau of Statistics (the ABS) gains control of the appropriation. Appropriations receivable are recognised at their nominal amounts. Departmental capital budgets are accounted for as contributions by owners.

Losses from asset sales

Losses from disposal of assets are recognised when control of the asset has passed to the buyer.

The above statement should be read in conjunction with the accompanying notes.

Refer to [Overview](#) for explanation of major variances between budgeted and actual amounts.



# Statement of Financial Position

As at 30 June 2023

		2023	2022	October
	Notes	\$'000	\$'000	Budget 2023
				\$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents		4,773	4,744	3,500
Trade and other receivables	2.1A	69,208	119,571	104,156
<b>Total financial assets</b>		<b>73,981</b>	<b>124,315</b>	<b>107,656</b>
<b>Non-financial assets</b>				
Leasehold improvements	2.2A	24,640	26,255	24,055
Buildings <sup>1</sup>	2.2A	105,296	118,598	105,149
Plant and equipment <sup>1</sup>	2.2A	12,392	11,959	14,207
Intangibles	2.2A	60,128	70,362	61,650
Prepayments <sup>2</sup>		19,576	14,333	13,842
<b>Total non-financial assets</b>		<b>222,032</b>	<b>241,507</b>	<b>218,903</b>
<b>Total assets</b>		<b>296,013</b>	<b>365,822</b>	<b>326,559</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	8,837	8,855	8,682
Other payables	2.3B	43,447	62,499	64,145
<b>Total payables</b>		<b>52,284</b>	<b>71,354</b>	<b>72,827</b>
<b>Interest bearing liabilities</b>				
Leases	2.4	115,416	127,149	115,294
<b>Total interest bearing liabilities</b>		<b>115,416</b>	<b>127,149</b>	<b>115,294</b>
<b>Provisions</b>				
Employee leave		104,866	109,060	106,349
Other provisions	2.5A	1,167	1,087	1,116
<b>Total provisions</b>		<b>106,033</b>	<b>110,147</b>	<b>107,465</b>
<b>Total liabilities</b>		<b>273,733</b>	<b>308,650</b>	<b>295,586</b>
<b>Net assets</b>		<b>22,280</b>	<b>57,172</b>	<b>30,973</b>
<b>EQUITY</b>				
Contributed equity		435,319	432,592	435,319
Asset Revaluation Reserves		35,731	35,239	35,239
Accumulated deficit		(448,770)	(410,659)	(439,585)
<b>Total equity</b>		<b>22,280</b>	<b>57,172</b>	<b>30,973</b>

1. Right-of-use assets under AASB16 *Leases* relating to office and motor vehicle leases are included in Buildings, and Plant and equipment, respectively.

2. The majority of prepayments are for software licence/maintenance and data hosting services.

The above statement should be read in conjunction with the accompanying notes.

Refer to [Overview](#) for explanation of major variances between budgeted and actual amounts.

# Statement of Changes in Equity

For the period ended 30 June 2023

	Accumulated deficit			Asset Revaluation Reserves			Contributed equity			Total equity		
	October			October			October			October		
	Budget			Budget			Budget			Budget		
	2023	2022	2023	2023	2022	2023	2023	2022	2023	2023	2022	2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Opening balance												
Balance carried forward from previous period	(410,659)	(389,518)	(410,659)	35,239	33,493	35,239	432,592	410,490	432,592	57,172	54,465	57,172
Comprehensive income												
Deficit for the period	(38,111)	(21,141)	(28,926)	-	-	-	-	-	-	(38,111)	(21,141)	(28,926)
Other comprehensive income	-	-	-	492	1,746	-	-	-	-	492	1,746	-
Total comprehensive income	(38,111)	(21,141)	(28,926)	492	1,746	-	-	-	-	(37,619)	(19,395)	(28,926)
Transactions with owners												
Contributions by owners												
Equity injection – Appropriations <sup>1</sup>	-	-	-	-	-	-	2,244	9,526	2,244	2,244	9,526	2,244
Departmental capital budget <sup>2</sup>	-	-	-	-	-	-	483	12,576	483	483	12,576	483
Total transactions with owners	-	-	-	-	-	-	2,727	22,102	2,727	2,727	22,102	2,727
Closing balance as at 30 June	(448,770)	(410,659)	(439,585)	35,731	35,239	35,239	435,319	432,592	435,319	22,280	57,172	30,973

1.

In 2022-23, \$1.274 million was quarantined under section 51 of the PGPA Act due to a reclassification from capital to operating and reappropriated to the Ordinary annual services through Appropriation Act (No. 1) 2022-23. Refer to Note 3.1. Appropriations.

2.

In 2022-23, \$11.983 million was quarantined under section 51 of the PGPA Act due to a reclassification from capital to operating and reappropriated to the Ordinary annual services through Appropriation Acts (No. 1 and 3) 2022-23. Refer to Note 3.1. Appropriations.

Accounting Policy

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

The above statement should be read in conjunction with the accompanying notes.

Refer to [Overview](#) for explanation of major variances between budgeted and actual amounts.

# Cash Flow Statement

For the period ended 30 June 2023

			October
			Budget
	2023	2022	2023
	\$'000	\$'000	\$'000
<b>OPERATING ACTIVITIES</b>			
<b>Cash received</b>			
Appropriations	443,247	614,256	376,798
Sales of goods and rendering of services	59,608	61,182	80,142
Net GST received	10,539	16,779	6,959
Other	1,646	1,590	-
<b>Total cash received</b>	<b>515,040</b>	<b>693,807</b>	<b>463,899</b>
<b>Cash used</b>			
Employees	354,071	450,754	304,382
Suppliers	106,869	183,694	132,511
Interest payments on lease liabilities	1,534	1,595	1,474
Section 74 receipts transferred to OPA	36,900	40,900	-
Other	-	68	-
<b>Total cash used</b>	<b>499,374</b>	<b>677,011</b>	<b>438,367</b>
<b>Net cash from operating activities</b>	<b>15,666</b>	<b>16,796</b>	<b>25,532</b>
<b>INVESTING ACTIVITIES</b>			
<b>Cash received</b>			
Proceeds from sales of property, plant and equipment	-	181	100
<b>Total cash received</b>	<b>-</b>	<b>181</b>	<b>100</b>
<b>Cash used</b>			
Purchase of leasehold improvements	2,435	1,292	1,966
Purchase of plant and equipment	5,703	2,352	8,397
Purchase of intangibles	6,415	7,262	8,305
<b>Total cash used</b>	<b>14,553</b>	<b>10,906</b>	<b>18,668</b>
<b>Net cash (used by) investing activities</b>	<b>(14,553)</b>	<b>(10,725)</b>	<b>(18,568)</b>
<b>FINANCING ACTIVITIES</b>			
<b>Cash received</b>			
Contributed equity	6,489	7,524	6,857
Departmental capital budget <sup>1</sup>	8,064	4,971	483
<b>Total cash received</b>	<b>14,553</b>	<b>12,495</b>	<b>7,340</b>
<b>Cash used</b>			
Principal payments of lease liabilities	15,637	18,330	15,548
<b>Total cash used</b>	<b>15,637</b>	<b>18,330</b>	<b>15,548</b>
<b>Net cash (used by) financing activities</b>	<b>(1,084)</b>	<b>(5,835)</b>	<b>(8,208)</b>
<b>Net increase/ (decrease) in cash held</b>	<b>29</b>	<b>236</b>	<b>(1,244)</b>
Cash and cash equivalents at the beginning of the reporting period	4,744	4,508	4,744
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>4,773</b>	<b>4,744</b>	<b>3,500</b>

1. Includes unspent departmental capital budget (DCB) from prior-year appropriations.

The above statement should be read in conjunction with the accompanying notes.  
Refer to [Overview](#) for explanation of major variances between budgeted and actual amounts.



# Administered Schedule of Comprehensive Income

For the period ended 30 June 2023

	2023	2022
	\$'000	\$'000
NET COST OF SERVICES		
Income		
Revenue		
Non-taxation revenue		
Fines	2	-
Total non-taxation revenue	2	-
Total income	2	-
Net contribution by services	2	-
Surplus	2	-
Total comprehensive income	2	-

The ABS had no administered expenses at 30 June 2023 (2022: Nil) and no budget for 2023.

Accounting Policy
Revenue
All administered revenues are revenues relating to ordinary activities performed by the ABS on behalf of the Australian Government.
Revenue is generated from fines applied by the courts, which is recognised upon payment. Court costs awarded against the ABS, as opposed to fines, are recorded as a departmental expense.
Fines
The <i>Census and Statistics Act 1905</i> provides the Australian Statistician with the authority to conduct statistical collections and, when necessary, to direct a person or an organisation to provide statistical information. Where information is not provided, the ABS can impose a fine on the person or organisation. Such fines are reported in the financial statements as administered income.



# Administered Schedule of Assets and Liabilities

As at 30 June 2023

The ABS had no administered assets or liabilities at 30 June 2023 (2022: Nil) and no budget for 2023.

# Administered Reconciliation Schedule

For the period ended 30 June 2023

	2023	2022
	\$'000	\$'000
Opening assets less liabilities as at 1 July	-	-
Net contribution by services		
Income	2	-
Transfers to the Australian Government		
Transfers to the Official Public Account	(2)	-
Closing assets less liabilities as at 30 June	-	-

# Administered Cash Flow Statement

For the period ended 30 June 2023

	2023	2022
	\$'000	\$'000
OPERATING ACTIVITIES		
Cash received		
Fines	2	-
Total cash received	2	-
Cash and cash equivalents at the beginning of the reporting period	-	-
Cash to the Official Public Account	(2)	-
Cash and cash equivalents at the end of the reporting period	-	-

Accounting Policy
<u>Administered Cash Transfers to Official Public Account</u>
Revenue collected by the ABS for use by the Government rather than the ABS is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. These transfers to the OPA are adjustments to the administered cash held by the ABS on behalf of the Government, and reported as such in the Schedule of Administered Cash Flows, and in the Administered Reconciliation Schedule.

# Note: Overview

The ABS is an Australian Government controlled non-corporate entity. It is a not-for-profit entity. The ABS is registered in Australia and with a registered office located at 45 Benjamin Way, Belconnen ACT 2617.

The ABS informs Australia’s important decisions by delivering relevant, trusted, and objective data, statistics and insights. The ABS maintains its emphasis on the delivery of high-quality official statistics and drawing new information insights from effective and safe use of available data.

The continued existence of the ABS in its present form and with its present program is dependent on Government policy and on continuing funding by Parliament for the ABS’ administration and programs.

## The Basis of Preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – Including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and are in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

## Accounting Judgments and Estimates

In the process of applying the accounting policies listed in the notes, the ABS has made judgements in relation to the impairment provision of Internally Generated Software (IGSW) assets. The ABS engages independent reviewers to assess the IGSW for impairment as per the requirements of AASB 136 *Impairment of Assets*. Where indicators of impairment exist, an amount of impairment is determined based around the uncertainty of its future usability.

The liability for long service leave and annual leave is determined by reference to the work of the Australian Government Actuary (AGA). The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

## New Accounting Standards

Two amending standards (AASB 2021-2 and AASB 2021-6) were adopted earlier than the application date as stated in the standard. These amending standards have been adopted for the 2022-23 reporting period.

The following amending standards were issued prior to the signing of the statement by the Accountable Authority and Chief Finance Officer, were applicable to the current reporting period and had an immaterial effect on the ABS’ financial statements.

Standard / Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 2021-2 <i>Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates</i> (AASB 2021-2)	AASB 2021-2 amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice Statement 2. The amending standard requires the disclosure of material, rather than significant, accounting policies, and clarifies what is considered a change in accounting policy compared to a change in accounting estimate.
AASB 2021-6 <i>Amendments to Australian Accounting Standards - Disclosure of Accounting Policies: Tier 2 and Other Australian</i>	AASB 2021-6 amends the Tier 2 reporting requirements set out in AASB 1049, AASB 1054 and AASB 1060 to reflect the changes made by AASB 2021-2.  This amending standard is not expected to have a material impact on the ABS’ financial statements for the current reporting period or future reporting periods.

Accounting Standards (AASB 2021-6)	the current reporting period or future reporting periods.
---------------------------------------	---

## Taxation

The ABS is exempt from all forms of taxation except Fringe Benefits Tax and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except where the amount of GST incurred is not recoverable from the Australian Taxation Office.

## Reporting of Administered Activities

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards. Refer to the Accounting Policy section under the Administered Schedule of Comprehensive Income for more detail.

## Events after the Reporting Period

### Departmental

There have been no events occurring subsequent to the balance sheet date that would affect the ABS’ financial statements for the financial year ended 30 June 2023.

### Administered

There have been no events occurring subsequent to the balance sheet date that would affect the ABS’ financial statements for the financial year ended 30 June 2023.

## Explanations of Major Variances to Budget

The following table provides commentary of major variances between the ABS budgeted information published in the Treasury’s 2022-23 October Portfolio Budget Statements (PBS) and the audited 2022-23 financial statements.

An explanation for a major variance may not be provided where the item is considered immaterial in the overall context of the financial statements.

As a guide, variances are considered to be ‘major’ based on the following criteria:

- the variance between budget and actual is greater than 10%; and
- the variance between budget and actual is greater than 2% of the relevant category (Income, Expenses, Assets, Liabilities, and Equity totals); or
- items which may be considered to be important for the reader’s understanding or are relevant to an assessment of the discharge of accountability and to an analysis of performance of the ABS.

Affected line items	Actual	October Budget 2023	Variance	Variance	Explanations of major variances
	2023				
	\$000	\$000	\$000	%	
Statement of Comprehensive Income					
Employee benefits	351,096	297,379	53,717	18%	In addition to delivering core statistical work program, the ABS completed a range of additional
Suppliers	89,676	125,531	(35,855)	(29%)	



Revenue from contracts with customers	78,274	70,064	8,210	12%	user-funded surveys and statistical consultancies work during 2022-23, including the National Disability Data Asset and the Australian Climate Service. Due to the nature of the work program in 2022-23, the ABS utilised more APS staff than consultants and contractors as originally planned.
Changes in asset revaluation reserve	492	-	492	100%	The variance is mainly attributed to an upward revaluation of Leasehold Improvements assets, primarily driven by high fit-out costs of materials. Changes in asset revaluation reserve are uncertain in nature and are not budgeted for.
Statement of Financial Position					
Trade and other receivables	69,208	104,156	(34,948)	(34%)	Trade and other receivables and Other payables was impacted by timing differences associated with payments from customers and additional user-funded surveys and statistical consultancies work completed during 2022-23. The ABS made a number of additional prepayments mostly related to IT software and maintenance contracts.
Other payables	43,447	64,145	(20,698)	(32%)	
Prepayments	19,576	13,842	5,734	41%	
Statement of Changes in Equity and Cash Flow Statement					
The variances in the Statement of Changes in Equity and Cash Flow Statement primarily reflect the flow on effect from the variances above.					

# Note 1: Financial Performance

This section analyses the financial performance of the Australian Bureau of Statistics for the year ended 30 June 2023.

## 1.1 Expenses

	2023	2022
	\$'000	\$'000
<b>Note 1.1A: Employee Benefits</b>		
Wages and salaries		
ABS staff	250,577	280,478
Interviewers	18,956	17,736
Census field staff	5	62,711
<b>Total wages and salaries</b>	<b>269,538</b>	<b>360,925</b>
Superannuation		
Defined contribution plans		
ABS staff	28,034	30,720
Interviewers	2,700	2,697
Census field staff	-	5,024
<b>Total defined contribution plans</b>	<b>30,734</b>	<b>38,441</b>
Defined benefit plans		
ABS staff	15,903	19,032
Interviewers	373	470
Census field staff	-	325
<b>Total defined benefit plans</b>	<b>16,276</b>	<b>19,827</b>
Leave and other entitlements	33,000	23,782
Separation and redundancies	1,047	616
Other employee expenses	501	906
<b>Total employee benefits</b>	<b>351,096</b>	<b>444,497</b>

<b>Accounting Policy</b>
Liabilities for 'short-term employee benefits' (as defined in AASB 119 <i>Employee Benefits</i> ) and termination benefits due within twelve months of the end of the reporting period are measured at their nominal amounts.
The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.
Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.
<b>Leave</b>
The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of the ABS is estimated to be less than the annual entitlement for sick leave.
The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the ABS' employer superannuation contribution rates and applicable on-costs, to the extent that the leave is likely to be taken during service rather than paid out on termination.
An independent actuarial valuation of employee benefit liabilities is conducted every three years. The liability for long service leave and annual leave has been determined by reference to the work of the Australian Government Actuary (AGA) for 30 June 2023. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.
<b>Separation and Redundancy</b>
Provision is made for separation and redundancy benefit payments. The ABS recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.
An employee who accepts an offer of a voluntary redundancy with a redundancy benefit and whose employment is terminated by the Australian Statistician under section 29 of <i>the Public Service Act 1999</i> on the grounds that the employee is excess to the requirements of the ABS, is entitled to payment of a redundancy benefit of an amount equal to two weeks' salary for each completed year of continuous service capped at 24 years, plus a pro rata payment for completed months of service, subject to any minimum amount the employee is entitled to under the National Employment Standards (NES). The amount of its obligation is \$0.275 million as at 30 June 2023 (2022: \$0.519 million) and the extent of funding is \$0.275 million as at 30 June 2023 (2022: \$0.519 million).
<b>Superannuation</b>
The ABS' staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or other superannuation funds held outside the Australian Government.
The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.
The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.
The ABS makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government, and accounts for the contributions as if they were contributions to defined contribution plans.

	2023	2022
	\$'000	\$'000
<b>Note 1.1B: Suppliers</b>		
<b>Goods and services supplied or rendered</b>		
Consultants	2,945	4,021
Contractors and contracts for services	18,827	37,437
IT services and communications	36,587	37,539
Printing and subscriptions	2,461	4,880
Building expenses (excluding lease payments)	7,508	9,654
Recruitment and employment related	1,008	1,535
Stationery and postage	1,503	21,506
Travel	11,601	10,272
Training	2,141	2,021
Advertising	438	24,983
Other	3,048	5,063
<b>Total goods and services supplied or rendered</b>	<b>88,067</b>	<b>158,911</b>
Goods supplied	5,498	9,170
Services rendered	82,569	149,741
<b>Total goods and services supplied or rendered</b>	<b>88,067</b>	<b>158,911</b>
<b>Other suppliers</b>		
Operating lease rentals <sup>1</sup>	92	1,014
Workers compensation expenses	1,517	3,282
<b>Total other suppliers</b>	<b>1,609</b>	<b>4,296</b>
<b>Total suppliers</b>	<b>89,676</b>	<b>163,207</b>

1. The above lease disclosures should be read in conjunction with the accompanying note 1.2B.

	2023	2022
	\$'000	\$'000
<b>Note 1.1C: Finance Costs</b>		
Interest on lease liabilities <sup>1</sup>	1,534	1,595
Unwinding of discount	30	13
<b>Total finance costs</b>	<b>1,564</b>	<b>1,608</b>

1. Interest on lease liabilities relates to the discharge of lease liabilities disclosed in Note 2.4. Lease payments under AASB 16 *Leases* is required to be split into interest and repayment. The interest on the lease liabilities is recognised as Finance Costs in this note and as Interest payments on lease liabilities in operating activities in the Cash Flow Statement. The repayment is recognised as a financing activity in the Cash Flow Statement.

Accounting Policy

All borrowing costs are expensed as incurred.

Note 1.1D: Write-Down and Impairment/ (Reversal of Impairment) of Other Assets

(Reversal of impairment)/ impairment of intangibles	(47)	120
Impairment of property, plant and equipment	12	94
Total write-down and impairment/ (reversal of impairment) of other assets	(35)	214

1.2 Own-Source Revenue and Gains

2023	2022
\$'000	\$'000

Own-Source Revenue

Note 1.2A: Revenue from Contracts with Customers

Rendering of services	78,274	59,353
Total revenue from contracts with customers	78,274	59,353

Disaggregation of revenue from contracts with customers

Major product/ service line:

User funded surveys	58,323	43,082
Data subscriptions	2,326	1,977
Statistical consultancies	17,625	14,294
	78,274	59,353

Type of customer:

Australian Government entities (related parties)	72,545	54,012
State and Territory Governments	2,708	2,301
Non-government entities	3,021	3,040
	78,274	59,353

Timing of transfer of goods and services:

Over time	78,274	59,353
	78,274	59,353

Accounting Policy

Revenue from the rendering of services is recognised in accordance with AASB 15 *Revenue from Contracts with Customers* and AASB 1058 *Income of Not-for Profit Entities*.

The major streams of rendering of services revenue are associated with user funded surveys, consultancies and the provision of subscription services. The ABS applies the five-step revenue recognition model in determining the recognition of revenue. This is described below:

Step 1: Identify the contract with the customer

Step 2: Identify the performance obligations

Step 3: Determine the transaction price

Step 4: Allocate the transaction price to the performance obligations in the contract

Step 5: Recognise revenue when or as the ABS satisfies a performance obligation

Step 3: recognise revenue when or as the ABS satisfies a performance obligation.

The transaction price is the total amount of consideration to which the ABS expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.

The ABS recognises revenue over time for user funded surveys where the ABS does not have an alternative use and it has an enforceable right to payment for work performed. The ABS uses an input method based on the costs expected to measure the revenue.

Where the contracts do not meet the requirement for recognition over time, they are recognised at a point in time. Consultancies and the provision of subscription services revenue are recognised over time as the customer simultaneously receives and consumes the benefits as they are provided.

Where a revenue stream does not meet the scope of AASB 15, the ABS has considered its treatment under AASB 1058. An example of revenue recognised under AASB 1058 is the resources received free of charge received by the ABS from the Australian National Audit Office providing Audit Services. The services are recognised as revenue at a point in time when services are delivered.

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

	2023	2022
	\$'000	\$'000
<b>Note 1.2B: Rental Income</b>		
<b>Operating lease</b>		
Lease income	1,043	762
<b>Total rental income</b>	<b>1,043</b>	<b>762</b>

Operating Leases

The ABS subleases part of the Adelaide and Perth offices to other Commonwealth entities. In this arrangement, the ABS recognises rental income and continues to bear all the risks and rewards of the underlying lease.

Maturity analysis of operating lease income receivables:

	2023	2022
	\$'000	\$'000
Within 1 year	1,087	1,034
One to two years	525	1,072
Two to three years	487	510
Three to four years	501	472
Four to five years	322	485
More than 5 years	-	317
<b>Total undiscounted lease payments receivable</b>	<b>2,922</b>	<b>3,890</b>

	2023	2022
	\$'000	\$'000
<b>Note 1.2C: Other Revenue</b>		
Resources received free of charge		
Remuneration of auditors <sup>1</sup>	120	126
Other entities <sup>2</sup>	346	420
Other	412	839
<b>Total other revenue</b>	<b>878</b>	<b>1,385</b>

1. The ABS' auditor is the Australian National Audit Office who has engaged Deloitte to assist with the assignment. The ABS subscribed to Deloitte Access Economics for publications totalling \$1,272 excluding GST from 30 August 2022 to 30 August 2023 (2022: \$68,000 excluding GST for ICT support services).
2. The amount relates to the services received free of charge from the Australian Taxation Office for staff secondments and for providing data and advice.

**Accounting Policy**

Resources received free of charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

Other revenue

Other revenue includes all miscellaneous revenue not elsewhere classified.



# Note 2: Financial Position

This section analyses the Australian Bureau of Statistics’ assets used to generate its financial performance and operating liabilities incurred as a result.

Leasehold improvements and plant and equipment are carried at fair value in accordance with AASB 13 *Fair Value Measurement*. The remaining assets and liabilities disclosed in the statement of financial position do not apply the fair value hierarchy.

Employee related information is disclosed in the People and Relationships section.

## 2.1 Financial Assets

	2023	2022
	\$'000	\$'000
<b>Note 2.1A: Trade and Other Receivables</b>		
Appropriations receivable	59,207	108,772
Goods and services	7,927	8,859
GST receivable from the Australian Taxation Office	1,686	1,280
Other receivables	416	668
<b>Total trade and other receivables (gross)</b>	<b>69,236</b>	<b>119,579</b>
<b>Less expected credit loss allowance</b>	<b>(28)</b>	<b>(8)</b>
<b>Total trade and other receivables (net)</b>	<b>69,208</b>	<b>119,571</b>

Credit terms for goods and services were within 30 days (2022: 30 days).

All trade and other receivables are expected to be recovered in no more than 12 months.

### Reconciliation of the Expected Credit Loss Allowance Account:

#### Movements in relation to 2023

	Goods and services	Total
	\$'000	\$'000
<b>Opening balance</b>	<b>(8)</b>	<b>(8)</b>
Amounts recovered and reversed	-	-
Increase recognised in net cost of services	(20)	(20)
<b>Closing balance</b>	<b>(28)</b>	<b>(28)</b>

Accounting Policy

Financial assets

Trade receivables, loans and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

Appropriations receivable

Refer to Revenue from Government for accounting policy.

Impairment of financial assets

Trade and other receivables assets at amortised cost are assessed for impairment at the end of each reporting period. The simplified approach has been adopted in measuring the impairment loss allowance at an amount equal to lifetime expected credit loss.

## 2.2 Non-Financial Assets

**Note 2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant & Equipment and Intangibles**

	Leasehold improvements	Buildings <sup>1</sup>	Plant and equipment <sup>1</sup>	Computer software <sup>2</sup>
	\$'000	\$'000	\$'000	
<b>As at 1 July 2022</b>				
Gross book value	25,613	166,635	12,781	2
Work in progress	1,492	-	778	
Accumulated depreciation, amortisation and impairment	(850)	(48,037)	(1,600)	(2)
<b>Total as at 1 July 2022</b>	<b>26,255</b>	<b>118,598</b>	<b>11,959</b>	
Additions				
Purchased or internally developed	2,353	-	6,591	
Right-of-use assets	-	3,849	55	
Revaluations and impairments recognised in other comprehensive income <sup>3</sup>	357	-	185	
(Write-down)/ reversal of impairment of assets recognised in net cost of services	-	-	(12)	
Depreciation and amortisation	(4,325)	-	(6,334)	(
Depreciation on right-of-use assets	-	(17,151)	(52)	
<b>Total as at 30 June 2023</b>	<b>24,640</b>	<b>105,296</b>	<b>12,392</b>	
<b>Total as at 30 June 2023 represented by</b>				
Gross book value	25,558	168,240	11,454	2
Work in progress	133	-	2,244	
Accumulated depreciation, amortisation and impairment	(1,051)	(62,944)	(1,306)	(2
<b>Total as at 30 June 2023 represented by</b>	<b>24,640</b>	<b>105,296</b>	<b>12,392</b>	
<b>Carrying amount of right-of-use assets</b>	<b>-</b>	<b>105,296</b>	<b>52</b>	

1. Right-of-use assets under AASB16 *Leases* relating to office leases and motor vehicle leases are included in Buildings, and Plant and equipment, respectively.

2. Assets under work in progress are capitalised when available for use. For further detail, refer to the [Capital Work in Progress](#) section in the Accounting Policy.

3. **Revaluations of Leasehold improvements and Plant and equipment**

A revaluation was conducted in accordance with the revaluation policy stated at the [Revaluations](#) section in the Accounting Policy. On 30 June 2023, an independent valuer conducted the revaluations. The fair values of assets were estimated using both the cost approach and the market approach. The valuation premise used to measure the fair value of an asset is established based on its highest and best use.

### Contractual commitments for the acquisition of property, plant, equipment and intangible assets

Capital commitments relate to contracts for the acquisition of property, plant, equipment and intangible assets.

Commitments are GST exclusive where relevant.

	2023	2022
	\$'000	\$'000
<b>Capital Commitments</b>		
Plant and equipment	1,301	4,921
Intangibles	1,930	19
<b>Total commitments</b>	<b>3,231</b>	<b>4,940</b>

<b>Accounting Policy</b>
<u>Acquisition of Assets</u>
Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.
Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.
<u>Asset Recognition Threshold</u>
Purchases of plant and equipment are recognised initially at cost in the statement of financial position. The table below summarises the asset recognition thresholds:

Asset Class	Unit Threshold <sup>1</sup>	Class Threshold
IT hardware <sup>1</sup>	\$1,000	\$10,000
Plant and equipment	\$1,000	\$10,000
Leasehold improvements	\$1,000	\$30,000

1. Laptops are excluded from the Unit Threshold.

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the ABS where there exists an obligation to restore the property to its original condition. These costs are included in the value of the ABS' leasehold improvements with a corresponding provision for the 'make good' recognised.

Lease Right-of-Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned. Following initial recognition, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in the ABS' financial statements.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount. On 30 June 2023, an independent valuer conducted the revaluations.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the ABS using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2023	2022
Leasehold improvements	Lease term	Lease term
Property, plant and equipment	4-10 years*	4-10 years*

\* Within this class, Artwork and Curios have a useful life between 10-100 years.

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All assets were assessed for indications of impairment at 30 June 2023. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment loss recognised if the asset's recoverable amount is less than its carrying amount. The impairment result is reflected in the Statement of Comprehensive Income in accordance with AASB 136 *Impairment of Assets*.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use.

Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the ABS were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangibles

The ABS' intangibles comprise purchased and internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software assets were assessed for indications of impairment as at 30 June 2023. Refer to Note 1.1D: Write-Down and Impairment of Other Assets for further detail.

Internally Generated Software

The ABS builds and maintains a significant set of internally generated software assets (IGSW) assets.

All software developed in-house are capitalised in accordance with the asset recognition threshold. The costing methodology capitalises direct salary and on costs for programmers. General administration and overhead costs relating to software development are not capitalised. The data capture systems in place to collect effort recording data for programmers are in line with the requirements of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*.

Asset Recognition Threshold

Purchases of intangible assets are recognised initially at cost in the Statement of Financial Position, except for purchases costing less than the following thresholds, which are expensed in the year of acquisition. The recognition thresholds for intangible assets are summarised below:

Asset Class	Unit Threshold	Class Threshold
Purchased software	\$1,000	\$50,000
Internally generated software	N/A	\$300,000

Amortisation

Software is amortised on a straight-line basis over its anticipated useful life.

The ABS has long term commitments to survey and data collection programs. These are supported by software packages that are required to be maintained for the same time period as the data collection and analysis programs, to ensure consistency in approach and of data treatment.

The useful lives of the ABS' software are:

	2023	2022
Computer software (purchased)	5-15 years	5-15 years
Computer software (internally generated)	5-15 years	5-15 years

Capital Work in Progress

Capital work in progress represents two main asset types: software assets under development, and office refurbishments. Work in progress is disclosed in the intangibles, and property, plant and equipment balances, respectively.

Software assets are capitalised when available for use. Where use of the asset commences after substantial completion of the development phase, but some improvements or enhancements to the system continue to be made, the date of substantial completion is treated as the date of completion and amortisation commences from that date.

2.3 Payables

	2023	2022
	\$'000	\$'000

Note 2.3A: Suppliers

Trade creditors and accruals	8,837	8,855
<b>Total suppliers payables</b>	<b>8,837</b>	<b>8,855</b>

Settlement is usually made within 20 days (2022: 20 days).

<b>Accounting Policy</b>
<u>Suppliers and Other Payables</u>
Suppliers and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced). Supplier and payables are derecognised upon payment.

**Note 2.3B: Other Payables**

Salaries and wages	8,863	7,746
Superannuation	1,431	1,265
Separations and redundancies	275	519
Unearned revenue	32,434	52,354
Other	444	615
<b>Total other payables</b>	<b>43,447</b>	<b>62,499</b>

<b>Accounting Policy</b>
<u>Salaries and wages, Superannuation, Separations and redundancies</u>
Refer to Note 1.1A: Employee Benefits for detail.
<u>Unearned revenue</u>
Unearned revenue is for the provision of statistical consultancies and statistical surveys where moneys are received in advance of performance obligations in the agreement being satisfied. Refer to Note 1.2A: Revenue from Contracts with Customers for detail.

## 2.4 Leases

	2023	2022
	\$'000	\$'000

**Note 2.4: Leases**

Lease liabilities	115,416	127,149
<b>Total leases</b>	<b>115,416</b>	<b>127,149</b>

Total cash outflow for leases for the year ended 30 June 2023 was \$17.171 million (2022: \$19.925 million).

**Maturity analysis - contractual undiscounted cash flows**

Within 1 year	17,585	16,573
Between 1 to 5 years	50,791	54,708
More than 5 years	56,063	66,013
<b>Total leases</b>	<b>124,439</b>	<b>137,294</b>

The ABS in its capacity as lessee has office space and fleet motor vehicles.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1C and 2.2A.

<b>Accounting Policy</b>
For all new contracts entered into, the ABS considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration.'
Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the ABS' incremental borrowing rate.
Subsequent to initial measurement the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

## 2.5 Provisions

**Note 2.5A: Other Provisions**

	Make good provision
	\$'000
As at 1 July 2022	1,087
Unwinding of discount or change in discount rate	30
Revaluation	50
Total as at 30 June 2023	1,167

**Accounting Judgements and Estimates**

Make good provision

The ABS currently holds 11 leases for office space around Australia. Two lease agreements include make good clauses.

Provision for make good liability is made where it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably determined. The provision represents the estimated costs of making good leasehold premises in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

# Note 3: Funding

This section identifies the Australian Bureau of Statistics’ funding structure.

## 3.1 Appropriations

Note 3.1A: Annual Appropriations ('Recoverable GST exclusive')

Annual Appropriations for 2023					
	Adjustments		Appropriation		
	Annual	to	Total	applied	
	Appropriation	appropriation <sup>2</sup>	appropriation	(current and prior years)	Variance <sup>4</sup>
	\$'000	\$'000	\$'000	\$'000	\$'000
Departmental					
Ordinary annual services	368,608	65,967	434,575	472,285	(37,710)
Capital Budget <sup>1</sup>	12,466	-	12,466	8,064	4,402
Other services					
Equity Injections <sup>3</sup>	3,518	-	3,518	6,489	(2,971)
Total departmental	384,592	65,967	450,559	486,838	(36,279)

1. Departmental Capital Budgets are appropriated through Appropriation Acts (No. 1, 3 and 5). They form part of the ordinary annual services, and are not separately identified in the Appropriation Acts. In 2022-23, \$11.983 million was quarantined under section 51 of the PGPA Act due to a reclassification from capital to operating and reappropriated to the Ordinary annual services through Appropriation Acts (No. 1 and 3) 2022-23.
2. Adjustments to appropriation represent the PGPA Act section 74 receipts.
3. In 2022-23, \$1.274 million was quarantined under section 51 of the PGPA Act due to a reclassification from capital to operating and reappropriated to the Ordinary annual services through Appropriation Act (No. 1) 2022-23.
4. The variances represent prior year appropriations applied in the current year.

Annual Appropriations for 2022					
	Adjustments		Appropriation		
	Annual	to	Total	applied	
	Appropriation	appropriation <sup>2</sup>	appropriation	(current and prior years)	Variance <sup>3</sup>
	\$'000	\$'000	\$'000	\$'000	\$'000
Departmental					
Ordinary annual services	579,370	68,548	647,918	641,568	6,350
Capital Budget <sup>1</sup>	15,807	-	15,807	4,971	10,836
Other services					
Equity Injections	9,526	-	9,526	7,524	2,002
Total departmental	604,703	68,548	673,251	654,063	19,188



1. Departmental Capital Budgets are appropriated through Appropriation Acts (No. 1, 3 and 5). They form part of the ordinary annual services, and are not separately identified in the Appropriation Acts. In 2021-22, \$3.231 million was quarantined under section 51 of the PGPA Act due to a reclassification between capital and operating budgets and is no longer available as capital.
2. Adjustments to appropriation include PGPA Act section 74 receipts (\$68.448 million) and PGPA Act section 75 transfers (\$0.1 million). The function of <http://www.data.gov.au> was transferred from the Digital Transformation Agency to the ABS under section 75 of the PGPA Act. For detail, Refer to Note 6.2 Restructuring.
3. The variances represent undrawn current year appropriations.

Note 3.1B: Unspent Annual Appropriations ('Recoverable GST exclusive')

	2023	2022
	\$'000	\$'000
Departmental		
Appropriation Act (No. 1) 2020-2021	-	17
Supply Act (No. 1) 2020-2021 - Capital Budget (DCB) - Non Operating	-	2,855
Appropriation Act (No. 1) 2021-2022	1,335	89,079
Appropriation Act (No. 1) 2021-2022 - Capital Budget (DCB) - Non Operating	7,367	12,576
Appropriation Act (No. 2) 2021-2022 - Non Operating - Equity Injection	-	3,855
Appropriation Act (No. 4) 2021-2022 - Non Operating - Equity Injection	-	390
Supply Act (No. 1) 2022-2023 - Capital Budget (DCB) - Non Operating <sup>1</sup>	5,194	-
Supply Act (No. 2) 2022-23 - Non Operating - Equity Injection <sup>3</sup>	1,274	-
Supply Act (No. 3) 2022-23	19,627	-
Supply Act (No. 3) 2022-23 - Capital Budget (DCB) - Non Operating <sup>2</sup>	7,272	-
Appropriation Act (No. 1) 2022-23	23,606	-
Appropriation Act (No. 3) 2022-23	6,789	-
Cash at bank	4,773	4,744
Total departmental	77,237	113,516

1. In 2022-23, \$5.194 million was quarantined under section 51 of the PGPA Act due to a reclassification from capital to operating and reappropriated to the Ordinary annual services through Appropriation Act (No. 1) 2022-23.
2. In 2022-23, \$6.789 million was quarantined under section 51 of the PGPA Act and due to a reclassification from capital to operating reappropriated to the Ordinary annual services through Appropriation Act (No. 3) 2022-23.
3. In 2022-23, \$1.274 million was quarantined under section 51 of the PGPA Act due to a reclassification from capital to operating and reappropriated to the Ordinary annual services through Appropriation Act (No. 1) 2022-23.

3.2 Net Cash Appropriation Arrangements

Note 3.2A: Net Cash Appropriation Arrangements

	2023	2022
	\$'000	\$'000
Total comprehensive loss - as per the Statement of Comprehensive Income	(37,619)	(19,395)
Plus: depreciation/ amortisation of assets funded through appropriations (departmental capital budget funding and/ or equity injections) <sup>1</sup>	27,381	31,214
Plus: depreciation of right-of-use assets <sup>2</sup>	17,203	20,943
Less: lease principal repayments <sup>2</sup>	(15,637)	(18,330)
Net Cash Operating Surplus/ (Deficit)	(8,672)	14,432

1. From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.
2. The inclusion of depreciation/ amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the cash impact on implementation of AASB 16 *Leases*, which does not directly reflect a change in appropriation arrangements.

# Note 4: People and Relationships

This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.

## 4.1 Key Management Personnel Remuneration

Key management personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of the ABS, directly or indirectly.

In 2022-23, the total number of KMPs was six (2022: five), consisting of the Australian Statistician, four Deputy Australian Statisticians and one Acting Deputy Australian Statistician. During the period of 12 weeks continuous acting, the officer was involved in decision making that would qualify inclusion as a KMP.

	2023	2022
	\$'000	\$'000
<b>Short-term employee benefits</b>		
Base Salary	1,771	1,766
Other benefits and allowances <sup>1</sup>	16	17
<b>Total Short-term employee benefits</b>	<b>1,787</b>	<b>1,783</b>
<b>Post-employment benefits - Superannuation</b>	<b>295</b>	<b>314</b>
<b>Other long-term benefits - Long Service Leave<sup>2</sup></b>	<b>100</b>	<b>(36)</b>
<b>Total key management remuneration expenses<sup>3</sup></b>	<b>2,182</b>	<b>2,061</b>

1. Other benefits and allowances include car parking and related fringe benefits tax, and other allowances.  
2. The negative amount in 2022 was primarily as a result of a decrease in long service leave provisions due to movements in the bond rate.  
3. The Portfolio Minister and Cabinet Ministers are KMPs of the ABS, however their remuneration and benefits are not paid by the ABS, and are disclosed in the Australian Government's Consolidated Financial Statements.

## 4.2 Related Party Disclosures

AASB 124 *Related Party Disclosures* requires the ABS to disclose transactions with its related parties. Where a KMP has an association with an entity where a conflict has the potential to arise, in addition to the duty to disclose that association, the KMP absents him/ herself from both the discussion and the decision-making process.

### Related party relationships

The parent entity to the ABS is the Australian Government. The ABS is an Australian Government controlled entity. Related parties of the ABS are:

- KMPs as outlined in 4.1.;
- Close family members of KMPs; and
- Organisations controlled by KMPs and their close family members.

Related parties to the ABS also include the Portfolio Minister, Cabinet Ministers and other Australian Government entities.

### Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions are not disclosed in this note.

There were no transactions, procurements, loans, grants, guarantees or debts forgiven to any KMP or their close family members or organisation controlled by these KMP and/or by their close family members. Transactions with KMP related entities that occur in the normal course of the ABS' operations are incidental and conducted on normal terms and conditions no more favourable than similar transactions with other employees or customers. Any vendor relationships with such entities are at arm's length and comply with the ABS' procurement policy.

# Note 5: Managing Uncertainties

This section analyses how the Australian Bureau of Statistics manages the financial risks within its operating environment.

## 5.1 Contingent Assets and Liabilities

The ABS did not have any contingent assets or liabilities at 30 June 2023 for departmental and administered (2022: Nil).

## 5.2 Financial Instruments

	2023	2022
	\$'000	\$'000
<b>Note 5.2A: Categories of Financial Instruments</b>		
<b>Financial assets at amortised cost</b>		
Cash and cash equivalents	4,773	4,744
Trade and other receivables	8,315	9,519
<b>Total financial assets at amortised cost</b>	<b>13,088</b>	<b>14,263</b>
<b>Total financial assets</b>	<b>13,088</b>	<b>14,263</b>
<b>Financial Liabilities</b>		
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors and accruals	8,837	8,855
<b>Total financial liabilities measured at amortised cost</b>	<b>8,837</b>	<b>8,855</b>
<b>Total financial liabilities</b>	<b>8,837</b>	<b>8,855</b>
<b>Note 5.2B: Net Losses on Financial Assets</b>		
<b>Financial assets at amortised cost</b>		
Impairment	29	76
<b>Net losses on financial assets at amortised cost</b>	<b>29</b>	<b>76</b>

Accounting Policy

Financial Assets

In accordance with AASB 9 *Financial Instruments*, the ABS classifies its financial assets in the following categories:

- a) financial assets at fair value through profit or loss;
- b) financial assets at fair value through other comprehensive income; and
- c) financial assets measured at amortised cost.

The classification depends on both the ABS' business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

The ABS classifies and recognises its financial assets, and financial liabilities at amortised cost.

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

- 1. the financial asset is held in order to collect the contractual cash flows; and
- 2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

**Impairment of Financial Assets**

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

**Financial Liabilities**

Financial liabilities are classified as either financial liabilities at 'fair value through profit or loss' or other financial liabilities.

Financial liabilities are recognised and derecognised upon 'trade date.'

**Financial Liabilities at Amortised Cost**

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

All payables are expected to be settled within 12 months except where indicated.



# Note 6: Other Information

## 6.1 Current/non-current distinction for assets and liabilities

	2023	2022
	\$'000	\$'000
<b>Note 6.1A: Current/ non-current distinction for assets and liabilities</b>		
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	4,773	4,744
Trade and other receivables	69,208	119,571
Prepayments	16,225	11,537
<b>Total no more than 12 months</b> <sup>1</sup>	<b>90,206</b>	<b>135,852</b>
<b>More than 12 months</b>		
Leasehold improvements	24,640	26,255
Buildings	105,296	118,598
Plant and equipment	12,392	11,959
Intangibles	60,128	70,362
Prepayments	3,351	2,796
<b>Total more than 12 months</b>	<b>205,807</b>	<b>229,970</b>
<b>Total assets</b>	<b>296,013</b>	<b>365,822</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	8,837	8,855
Other payables	43,447	62,405
Leases	16,172	15,122
Employee leave	29,067	31,169
<b>Total no more than 12 months</b> <sup>1</sup>	<b>97,523</b>	<b>117,551</b>
<b>More than 12 months</b>		
Other payables	-	94
Leases	99,244	112,027
Employee leave	75,799	77,891
Other	1,167	1,087
<b>Total more than 12 months</b>	<b>176,210</b>	<b>191,099</b>
<b>Total liabilities</b>	<b>273,733</b>	<b>308,650</b>

1. The negative net current asset position primarily relates to the leases liabilities which will be appropriated in 2023-24.

## 6.2 Restructuring

Note 6.2A: Departmental Restructuring

	Data.gov.au	
	Digital Transformation	
	Agency <sup>1</sup>	
	2023	2022
	\$'000	\$'000
<b>Expenses assumed</b>		
Recognised by the receiving entity	-	970
Recognised by the losing entity	-	100
<b>Total expenses assumed</b> <sup>2</sup>	<b>-</b>	<b>1,070</b>

1. Responsibility for the data.gov.au domain name was transferred from the Digital Transformation Agency to the ABS following a decision of the Prime Minister on 5 July 2021, effective 1 January 2022. No assets or liabilities were transferred.

2. There were no departmental restructures in 2022-23.



# Introduction

The ABS is an independent statutory authority within the Treasury portfolio and operates as part of the Australian Government. The ABS is accountable to the Parliament and the public through the Treasurer and the Assistant Minister for Competition, Charities and Treasury, the Parliamentary Committee process, and the tabling of its annual report.

As the Accountable Authority for the ABS, the Australian Statistician is required to establish and maintain an appropriate system of risk oversight and management for the agency. This includes having a system of internal controls which support ABS employees to undertake their responsibilities in a way that meets community expectations of public accountability, probity, and transparency.

The ABS corporate governance arrangements contribute to the effective operation of the agency through transparent decision making, accountable leadership, sound risk management, and effective planning and review processes.

# Governance fora

ABS governance fora make decisions, seek and provide advice, and consult and share information. ABS governance committees identify ABS priorities, review and approve policies and strategies, assess and respond to risks, oversee the implementation of new or revised controls, and monitor performance.

ABS governance fora at 30 June 2023 are outlined in Table 6.1.

Table 6.1: Governance fora, at 30 June 2023

Primary governance and legislated boards
Executive Board
The Executive Board supports the Australian Statistician to provide leadership and strategic oversight of the ABS. It also assists the Australian Statistician, as the authorised decision maker under the <a href="#">Public Governance, Performance and Accountability Act 2013</a> (PGPA Act), to determine direction, policy, and priorities, and ensure the efficient, economical, and ethical operation of the ABS.
Audit and Risk Committee
The ABS Audit and Risk Committee provides independent advice to the Australian Statistician on the ABS’ financial and performance reporting, system of risk oversight and management, and system of internal controls - including those applied to ensure legislative compliance and the execution of ABS functions. More information on the Audit and Risk Committee is provided below.
Australian Statistics Advisory Council
The Australian Statistics Advisory Council provides independent advice to both the Minister responsible for the ABS and the Australian Statistician on improvement of statistical services, longer-term statistical priorities, and other relevant matters. It also reports to the Parliament annually. More information on Australian Statistics Advisory Council is provided below.
Sub-committees to the Executive Board
Enterprise Management Committee
The Enterprise Management Committee is the sole sub-committee to the Executive Board and is responsible for the management, coordination, and planning of allocated resources; risk management; and managing and delivery of enterprise projects.
Advisory committees and engagement fora
Census Executive Board
The Census Executive Board oversees the strategic direction and achievement of 2026 Census Program objectives. It oversees the planning, development, operation, and delivery of the 2026 Census Program.
2026 Census Program Board
The 2026 Census Program Board is responsible for the delivery, resourcing, risk management and program management of the 2026 Census Program. The 2026 Census Program Board supports key decision making and advises the Census Executive Board.
People Committee
The People Committee is responsible for monitoring and prioritising operational decisions associated with people and capability functions. It includes representatives from each of the ABS diversity networks.
National Health and Safety Committee
The National Health and Safety Committee enables the ABS, its workers, and their representatives to discuss organisational work, health, and safety (WHS) matters. The Committee considers WHS information and issues; makes decisions on WHS matters; and makes recommendations to the People Committee.
Information Governance Committee
The Information Governance Committee is responsible for ensuring accountable governance and management of information within the ABS to meet statutory requirements. The Information Governance Committee is chaired by the Chief Information Governance Officer and oversees ABS information strategy, prioritisation, risk management and culture.
Disclosure Review Committee
The Disclosure Review Committee advises the Chief Methodologist on the disclosure risks and mitigation strategies associated with the dissemination of microdata and, on an exception basis, aggregate statistics. The Committee is empowered to initiate reviews to improve procedures, processes, and policies, or undertake investigations where warranted or where directed by the Executive Board.
Labour Statistics Advisory Group

The Labour Statistics Advisory Group informs internal and external stakeholders on strategies and decisions related to the labour statistics program.
<b>Methodology Advisory Committee</b>
The Methodology Advisory Committee provides expert advice to the Chief Methodologist on methodological issues that arise across the production of national statistics e.g., survey design, data linkage, analysis, confidentialisation, and dissemination.

Notable changes to governance fora during 2022–23:

- The 2026 Census Program Initialisation Board changed its name to the 2026 Census Program Board on 6 July 2022.
- The Information Governance Committee was set up on 3 August 2022.

# Audit and Risk Committee

The Audit and Risk Committee provided independent advice to the Australian Statistician on the appropriateness of ABS financial and performance reporting, system of risk oversight and management, and system of internal controls.

The Committee’s functions are documented in the Audit and Risk Committee Charter, which is reviewed at least annually by the Committee, with changes endorsed by the Australian Statistician. The [current](#) and [previous](#) versions of the Charter are available on the ABS website.

There were 5 Committee members (including the Chair) during the reporting period. Membership details, including the experience and expertise of each member, are provided in Table 6.2 below.

**Table 6.2: Audit and Risk Committee membership, 2022–23**

Member name	Qualifications, knowledge, skills, and experience	Number of meetings attended/ total number of meetings	Total annual remuneration (GST inclusive)
Jennifer Clark (Chair)	<p><b>Background</b></p> <ul style="list-style-type: none"><li>Experienced board member, committee chair and adviser.</li><li>Extensive executive career in corporate finance and investment banking.</li></ul> <p><b>Experience</b></p> <ul style="list-style-type: none"><li>Adviser to the Commonwealth Government in the transport and defence sectors.</li><li>Broad range of board and committee roles in fields such as financial services, maritime, and defence.</li><li>Held committee roles in over 20 audit, risk and finance committees in the Australian Government and private sectors over the past 30 years.</li><li>Currently chair, deputy chair, or independent member of committees in a number of Australian Government entities.</li></ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"><li>Business, finance, governance, performance reporting, audit, risk management, and project management.</li></ul> <p><b>Membership</b></p> <ul style="list-style-type: none"><li>Fellow of the Australian Institute of Company Directors since 1993.</li></ul>	6/6	\$38,115
Loftus Harris AM	<p><b>Background</b></p> <ul style="list-style-type: none"><li>Experienced company chairman, director, and advisor.</li><li></li></ul>	3/3 <sup>(a)</sup>	\$10,560



	<p>Former chief executive officer and senior executive in state government and Australian Government departments.</p> <ul style="list-style-type: none"><li>• Former senior Australian Trade Commissioner.</li></ul> <p><b>Experience</b></p> <ul style="list-style-type: none"><li>• Extensive corporate governance, senior management, and strategy experience.</li><li>• Chair, director, or member of numerous committees and boards including public, private, industry, and academic sectors.</li><li>• 15 years of audit and risk committee memberships.</li></ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"><li>• Strategic economic development, public administration, international trade and investment, and major events.</li></ul> <p><b>Membership</b></p> <ul style="list-style-type: none"><li>• Fellow of the Australian Institute of Company Directors.</li><li>• Former national president of the Australian Institute of Export.</li></ul>		
Will Laurie	<p><b>Background</b></p> <ul style="list-style-type: none"><li>• Senior executive leadership roles in professional accounting and audit entities, such as PricewaterhouseCoopers and Boyce Chartered Accountants.</li><li>• Chairman of birdsnest (on-line retailer) and Tarahawk Pty Ltd (property management).</li></ul> <p><b>Experience</b></p> <ul style="list-style-type: none"><li>• Over 20 years’ experience as chair or an external member of audit and risk committees for Australian Government and ACT entities.</li></ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"><li>• Expertise in Australian Government financial and performance management, measurement, analysis, and reporting.</li></ul>	6/6	\$21,120
Jennifer Scott	<p><b>Background</b></p> <ul style="list-style-type: none"><li>• Senior finance executive of eBay and Expedia, and transformation businesses including banking and education.</li></ul> <p><b>Experience</b></p> <ul style="list-style-type: none"><li>• Leadership and advisory roles in digital business transformation, including culture and technological change.</li><li>• Extensive experience in finance, performance, and analysis using modern data techniques.</li></ul> <p><b>Specialised knowledge</b></p>	5/5 <sup>(b)</sup>	\$17,600

	<p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"><li>• Expertise in the application of digital technology for business transformation, private sector accountancy, and finance.</li></ul> <p><b>Membership</b></p> <ul style="list-style-type: none"><li>• Fellow of the Chartered Institute of Accountants (UK) and a Chartered Accountants (Aust.) designate.</li></ul>		
<b>Don Cross</b>	<p><b>Background</b></p> <ul style="list-style-type: none"><li>• Financial Statement audit, internal audit, management assurance, and performance and program management.</li></ul> <p><b>Experience</b></p> <ul style="list-style-type: none"><li>• Chair or member of Audit and Risk Committees for Federal Government departments and Corporate Commonwealth Entities delivering policy, regulatory and service delivery function.</li></ul> <p><b>Specialised knowledge</b></p> <ul style="list-style-type: none"><li>• Social and economic policy, accounting, assurance, financial management, risk management, program management and evaluation.</li></ul> <p><b>Membership</b></p> <ul style="list-style-type: none"><li>• Fellow of the Australian Institute of Chartered Accountants in Australia and New Zealand.</li><li>• Certified Practising Accountant.</li></ul>	3/3 <sup>(c)</sup>	<b>\$10,560</b>

(a) Part-year membership – Mr Harris’ membership concluded 30 August 2022

(b) Part-year membership – Ms Scott’s membership concluded 31 March 2023

(c) Part-year membership – Mr Cross’ membership commenced 20 September 2022

# Australian Statistics Advisory Council

The Australian Statistics Advisory Council (ASAC) is established under the [Australian Bureau of Statistics Act 1975](#).

As set out in the Act, the role of ASAC in 2022–23 was to provide independent advice to the minister responsible for the ABS and the Australian Statistician on:

- the improvement, extension, and coordination of statistical services provided for public purposes in Australia
- annual and longer-term priorities and programs of work that should be adopted in relation to major aspects of the provision of those statistical services
- any other matters relating generally to those statistical services.

The Chair of ASAC is Professor Ian Harper AO, the Dean and Director of the Melbourne University Business School and a member of the Reserve Bank of Australia Board. ASAC reports annually to the Parliament.

Further information on ASAC and its activities can be found in its [annual report](#) available on the ABS website.

# Fraud control

The ABS Fraud Control Plan is reviewed and updated at least biennially. It describes key fraud risks to the ABS and the measures in place to prevent, detect and respond to fraud, including review of fraud risk exposure when there is a substantial change in the ABS operating environment or to internal functions or practices.

A comprehensive independent fraud risk assessment was conducted between February and April 2022. The Fraud Control Plan was updated following this assessment to ensure it appropriately reflects countermeasures for the key fraud risks assessed.

Fraud awareness raising continues to be a key part of the ABS' commitment to fraud control.

The ABS:

- regularly reminds staff to protect public resources, personal information, and market sensitive information
- requires new staff to complete ABS' fraud awareness eLearning
- promotes the importance of fraud detection, prevention, and countermeasures during the International Fraud Awareness Week in November each year
- provides guidance materials to staff and managers to help them identify fraud and report suspected instances of fraud through appropriate channels.

Fraud control and incidents of potential fraud were reported to the Audit and Risk Committee throughout 2022–23.

## Compliance with finance law

In 2022 –23, the ABS did not identify or report any matters of significant or systemic non-compliance with the finance law to the Finance Minister under paragraph 19(1)(e) of the [Public Governance, Performance and Accountability Rule 2014](#) (PGPA Rule).

# Information Publication Scheme

Agencies subject to the [Freedom of Information Act 1982](#) (FOI Act) are required to publish information as part of the Information Publication Scheme (IPS), outlined in Part II of the FOI Act. Each agency must display a plan on its website showing what information it publishes in accordance with the IPS requirements. The [ABS IPS plan](#) is available on the ABS website.

# External scrutiny

## Privacy Impact Assessments

In 2022–23, one of the 5 Privacy Impact Assessments (PIAs) published by the ABS was independently conducted.

The PIA for integrating longitudinal Monthly Population Survey (MPS) information with the Multi-Agency Data Integration Project (MADIP) was independently conducted by Maddocks. The PIA did not identify any significant privacy risks that are not already addressed by the robust governance arrangements and other privacy protections of the MADIP framework. The ABS agreed to all the recommendations from the PIA.

The [PIAs and the ABS responses](#) are available on the ABS website.

## Australian National Audit Office (ANAO) performance audits

There were no ANAO audits of the ABS in 2022–23. The ABS monitored ANAO reviews of other Commonwealth entities and considered relevant lessons learned to ensure the ABS controls environment reflected better practice where practicable.

## Other reviews and reports

There were no other external reviews of the ABS completed in 2022–23 that had a significant effect on the operations of the entity. There were no adverse comments or findings relating to the ABS from the Auditor-General, a Parliamentary Committee, the Commonwealth Ombudsman, or courts or tribunals. In addition, no individual or administrative review decisions by the Office of the Australian Information Commissioner were of significance to the ABS during 2022–23.

# Purchasing

The ABS approach to procuring goods and services is consistent with the principles of the [Commonwealth Procurement Rules](#). These rules are applied consistently to procurement activities through the Accountable Authority Instructions, supporting operational guidelines and procurement frameworks.

Information on significant procurements expected to be undertaken via an open approach to market is advertised in an annual procurement plan, available from the [AusTender website](#). This plan is reviewed and updated throughout the year.

Annual reports contain information about actual expenditure on contracts for consultancies and non-consultancy contracts, while information on contract values is available on the AusTender website.

## Initiatives to support small business

The ABS supports small business participation in the Australian Government procurement market. Small and Medium Enterprises (SMEs) and small enterprise participation statistics are available on the [Department of Finance website](#).

ABS procurement practices support SMEs by adopting whole-of-government solutions to simplify interactions. This includes complying with the Commonwealth Procurement Framework, using the [Commonwealth Contracting Suite](#) for low-risk procurements valued under \$200,000, and using credit cards for procurements under \$10,000.

The ABS recognises the importance of ensuring that small businesses are paid on time. The [Pay On-Time Survey Performance Reports](#) of Australian Government are available on the Treasury website.

## Consultancy contracts

The ABS engages consultants when it requires specialist expertise or when independent research, review, or assessment is required. Decisions to engage consultants during 2022–23 were made in accordance with the [PGPA Act](#) and related regulations, including the Commonwealth Procurement Rules and relevant internal policy.

During 2022–23, 17 new reportable consultancy contracts were entered into involving total actual expenditure of \$792,614. In addition, 13 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$1,028,128 (see Tables 6.3 and 6.4).

**Table 6.3: Expenditure on reportable consultancy contracts, 2022–23**

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	17	792
Ongoing contracts entered into during a previous reporting period	13	1,028
<b>Total</b>	<b>30</b>	<b>1,820</b>

**Table 6.4: Organisations receiving a share of reportable consultancy contracts, 2022–23(a)(b)**

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
PricewaterhouseCoopers Consulting (Australia) Pty Ltd	20 607 773 295	318
Evolve and Amplify Pty Ltd	56 633 358 095	232
PegaSystems Limited	59 954 141 135	80
Information Integrity Solutions Pty Ltd	78 107 611 898	61
Maddocks	63 478 951 337	41

(a) Organisations that received the 5 largest shares.

(b) Based on total expenditure by organisation, not expenditure by contract.



## Non-consultancy contracts

During 2022–23, 176 new reportable non-consultancy contracts were entered into involving total actual expenditure of \$19,990,341. In addition, 285 ongoing reportable non-consultancy contracts were active during the period, involving total actual expenditure of \$74,030,177 (see Tables 6.5 and 6.6).

Table 6.5: Expenditure on reportable non-consultancy contracts, 2022–23

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	176	19,990
Ongoing contracts entered into during a previous reporting period	285	74,030
Total	461	94,020

Table 6.6: Organisations receiving a share of reportable non-consultancy contracts, 2022–23(a)(b)

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
Data#3 Limited	31 010 545 267	4,939
Accenture Australia Pty Ltd	49 096 776 895	4,735
ISW Development Pty Ltd	51 107 983 157	1,412
North Security.Digital Pty Ltd	39 613 493 584	846
Capgemini Australia Pty Ltd	11 092 284 314	686

- (a) Organisations that received the 5 largest shares.
- (b) Based on total expenditure by organisation, not expenditure by contract.

## Exempt contracts

During the 2022–23 financial year, the ABS did not exempt any contracts or standing offers from publication on AusTender on the basis that they would disclose exempt information under the FOI Act.

# Asset management

The ABS asset management policies are set out in the Accountable Authority Instructions and supporting financial management procedures. They accord with relevant accounting standards and other legislative requirements.

Further details on the ABS asset policies are contained in [note 2.2 of the Financial Statements](#).

An asset register is maintained, and an annual stocktake is conducted to ensure the completeness of information recorded in the register. A capital management plan details the strategic asset requirements and funding sources for ongoing asset management and replacement.

# Advertising and market research

Under section 311A of the [Commonwealth Electoral Act 1918](#), the ABS is required to [disclose payments over \\$15,200](#) (GST inclusive) for advertising and market research in the annual report.

During 2022–23, the ABS total expenditure for advertising and market research over the reporting threshold was \$912,710 (GST inclusive) (Table 6.7), the majority of which was expended on the 2021 Census and the Living Costs in Australia Survey.

Further information on these advertising campaigns is available on the ABS website and in the reports on Australian Government advertising prepared by the Department of Finance. Those [reports are available on the Department of Finance’s website](#).

**Table 6.7: Advertising and market research payments over \$15,200, 2022–23**

Organisation	Purpose	Expenditure (\$, GST inclusive)
Market research organisations		
DBM Consultants Pty Ltd	2021 Census Data Release Benchmark & Tracking Research	152,045
Whereto Research Based Consulting Pty Ltd	Living Costs in Australia Survey	124,850
The Social Research Centre Pty Ltd	Living Costs in Australia Survey	138,356
Advertising (Campaign and non-campaign advertising)		
Universal McCann	2021 Census Second Data Release	119,750
Universal McCann	2026 Census Topic Consultation	30,189
Universal McCann	Recruitment Advertising	27,485
Universal McCann	Graduate Recruitment Advertising	30,068
Australian Public Service Commission	Recruitment Advertising	40,884
Internal media monitoring services		
Streem Pty Ltd	Media Monitoring Services	249,084
Total payments over \$15,200 (GST inclusive)		912,710 <sup>(a)</sup>

(a) Rounding has been used throughout this report and, therefore, totals may not equal the sum of components.

# Introduction

The human resource management function is a key enabler for ensuring the ABS workforce has the capability and capacity to mobilise the right people in the right place at the right time, to achieve its objectives.

As at 30 June 2023, there were a total of 3,512 operative and inoperative staff employed by the ABS, including:

- 2,910 operative staff employed under the [Public Service Act 1999](#)
- 119 inoperative staff employed under the *Public Service Act 1999* <sup>1</sup>
- 470 operative interviewers employed under the [Australian Bureau of Statistics Act 1975](#)
- 12 inoperative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- the Australian Statistician, by statutory appointment under the *Australian Bureau of Statistics Act 1975*.

Tables 7.1 to 7.8 provide a breakdown of ABS staffing levels as at 30 June 2023 and compare them with levels as at 30 June 2022. The tables include information on gender, employment type and status, classification, location, and diversity. <sup>2</sup>

**Table 7.1: Total ongoing staff by gender, location, and employment status, at 30 June 2022 & 2023(a)**

Location	At 30 June 2022					At 30 June 2023				
	Male		Female		Total <sup>(b)</sup>	Male		Female		Total <sup>(b)</sup>
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	112	45	64	94	316	107	59	72	88	327
Vic. <sup>(c)</sup>	279	35	238	130	683	299	45	229	136	714
Qld	83	21	69	92	266	93	29	89	93	307
SA	94	33	97	94	318	91	30	101	98	321
WA	67	23	54	64	208	77	21	48	63	210
Tas.	46	20	36	48	150	47	20	33	40	140
NT	5	8	10	13	36	4	4	8	11	27
ACT	469	41	403	143	1,058	437	44	394	125	1,005
Total	1,155	226	971	678	3,035	1,155	252	974	654	3,051

(a) Counts include the Australian Statistician, interviewers, and inoperative staff.

(b) Totals include staff who reported a gender other than male or female.

(c) Includes staff located in offices in Geelong and Melbourne.

**Table 7.2: Total non-ongoing staff by gender, location, and employment status, at 30 June 2022 & 2023(a)**

Location	At 30 June 2022 <sup>(b)</sup>					At 30 June 2023				
	Male		Female		Total <sup>(c)</sup>	Male		Female		Total <sup>(c)</sup>
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
NSW	3	14	3	4	24	1	9	1	9	20
Vic. <sup>(d)</sup>	54	66	82	124	327	43	57	70	93	263
Qld	8	15	9	7	39	4	12	6	9	31
SA	8	2	5	8	23	3	4	3	3	13
WA	14	8	6	10	38	17	4	15	13	49
Tas.	9	3	4	3	19	2	1	0	1	4
NT	1	1	1	5	8	1	0	1	0	2
ACT	67	16	52	18	154	36	14	20	7	79

Total	164	125	162	179	632	107	101	116	135	461
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- (a) Counts include interviewers, and inoperative staff.
- (b) Counts updated from last year to include casual employees.
- (c) Totals include staff who reported a gender other than male or female.
- (d) Includes staff located in offices in Geelong and Melbourne.

**Table 7.3: Ongoing Public Service Act staff by gender, classification, and employment status, at 30 June 2022 & 2023(a)(b)(c)**

Classification	At 30 June 2022 <sup>(d)</sup>					At 30 June 2023 <sup>(e)</sup>				
	Male		Female		Total <sup>(f)</sup>	Male		Female		Total <sup>(f)</sup>
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
SES 3	0	0	3	0	3	1	0	2	0	3
SES 2	7	0	2	1	10	6	0	2	1	9
SES 1	16	0	13	0	29	16	0	13	1	30
EL 2	78	3	70	18	169	69	4	82	16	171
EL 1	235	22	172	87	516	243	22	165	93	525
APS 6	351	25	269	130	775	335	25	273	121	755
APS 5	217	21	227	87	552	196	20	228	85	530
APS 4	244	13	209	59	529	280	19	203	55	566
APS 3	6	0	5	4	15	6	0	3	3	12
APS 2	0	1	0	0	1	2	10	2	1	16
APS 1	0	0	1	0	1	0	0	1	0	1
Other <sup>(f)</sup>	0	0	0	0	0	0	0	0	0	0
Total	1,154	85	971	386	2,600	1,154	100	974	376	2,618

- (a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.
- (b) Excludes the Australian Statistician and interviewers.
- (c) Counts are based on nominal classification.
- (d) Includes 130 inoperative ongoing staff (by level: SESB2 – 1 male; SESB1 – 1 male; EL2 – 5 male & 6 female; EL1 – 7 male & 23 female; APS6 – 14 male & 29 female; APS5 – 5 male & 12 female; APS4 – 10 male & 15 female; APS3 – 2 female).
- (e) Includes 117 inoperative ongoing staff (by level and gender: SESB1 – 1 male & 1 female; EL2 – 3 male & 4 female; EL1 – 6 male & 17 female; APS6 – 11 male & 31 female; APS5 – 5 male & 18 female; APS4 – 9 male & 10 female. There is also 1 non-binary inoperative ongoing staff member).
- (f) Totals include staff who reported a gender other than male or female.

**Table 7.4: Non-ongoing Public Service Act staff by gender, classification, and employment status, at 30 June 2022 & 2023(a)(b)(c)**

Classification	At 30 June 2022 <sup>(d)(e)</sup>					At 30 June 2023 <sup>(f)</sup>				
	Male		Female		Total <sup>(g)</sup>	Male		Female		Total <sup>(g)</sup>
	Full-time	Part-time	Full-time	Part-time		Full-time	Part-time	Full-time	Part-time	
SES 3	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	1	0	0	0	1	1	0	0	0	1
EL 2	0	8	1	1	10	3	3	0	0	6
EL 1	4	4	2	4	14	3	7	5	2	18
APS 6	14	8	12	2	37	7	6	8	1	22

APS 5	23	2	34	3	62	21	3	28	4	56
APS 4	96	6	86	20	209	51	5	48	13	118
APS 3	23	15	26	22	86	20	20	27	15	82
APS 2	3	54	1	92	150	1	37	0	70	108
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	164	97	162	144	569	107	81	116	105	411

- (a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.
- (b) Excludes interviewers.
- (c) Counts are based on nominal classification.
- (d) Includes 5 inoperative non-ongoing staff (by level and gender: EL2 – 1 male; APS5 – 1 female; APS4 – 2 female; APS3 – 1 male).
- (e) Counts updated from last year to include casual employees.
- (f) Includes 2 inoperative non-ongoing staff (by level and gender: APS5 – 1 female; APS4 – 1 female).
- (g) Totals include staff who reported a gender other than male or female.

Table 7.5: Public Service Act staff by employment status and classification level, at 30 June 2022 & 2023(a)(b)(c)

Classification	At 30 June 2022							At 30 June 2023						
	Ongoing			Non-Ongoing			Total	Ongoing			Non-Ongoing			Total
	Full-time	Part-time	Total Ongoing	Full-time	Part-time	Total Non-Ongoing		Full-time	Part-time	Total Ongoing	Full-time	Part-time	Total Non-Ongoing	
SES 3	3	0	3	0	0	0	3	3	0	3	0	0	0	3
SES 2	9	1	10	0	0	0	10	8	1	9	0	0	0	9
SES 1	29	0	29	1	0	1	30	29	1	30	1	0	1	31
EL 2	148	21	169	1	9	10	179	151	20	171	3	3	6	177
EL 1	407	109	516	6	8	14	530	410	115	525	9	9	18	543
APS 6	620	155	775	27	10	37	812	609	146	755	15	7	22	777
APS 5	444	108	552	57	5	62	614	425	105	530	49	7	56	586
APS 4	457	72	529	183	26	209	738	490	76	566	100	18	118	684
APS 3	11	4	15	49	37	86	101	9	3	12	47	35	82	94
APS 2	0	1	1	4	146	150	151	4	12	16	1	107	108	124
APS 1	1	0	1	0	0	0	1	1	0	1	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2,129	471	2,600	328	241	569	3,169	2,139	479	2,618	225	186	411	3,029

- (a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.
- (b) Excludes the Australian Statistician and interviewers.
- (c) Counts are based on nominal classification.

Table 7.6: Public Service Act staff by location and employment type, at 30 June 2022 & 2023(a)(b)

Location	At 30 June 2022 <sup>(c)(d)</sup>			At 30 June 2023 <sup>(e)</sup>		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	209	9	218	216	7	223
Vic. <sup>(f)</sup>	603	312	915	637	247	884
Qld	197	27	224	229	21	250
SA	266	18	284	267	9	276
WA	154	28	182	156	44	200
Total	1,429	401	1,830	1,445	308	1,753

Ias.	116	19	135	111	4	115
NT	16	2	18	13	2	15
ACT	1,039	154	1,193	989	77	1,066
Total	2,600	569	3,169	2,618	411	3,029

- (a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.
- (b) Excludes the Australian Statistician and interviewers.
- (c) Includes 130 inoperative ongoing staff and 5 inoperative non-ongoing staff at 30 June 2022.
- (d) Counts updated from last year to include casual employees.
- (e) Includes 117 inoperative ongoing staff and 2 inoperative non-ongoing staff at 30 June 2023.
- (f) Includes staff located in offices in Geelong and Melbourne.

Table 7.7: Number of interviewers by location and employment type, at 30 June 2022 & 2023(a)

	At 30 June 2022 <sup>(b)(c)</sup>			At 30 June 2023 <sup>(d)</sup>		
Location	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	107	15	122	111	13	124
Vic. <sup>(e)</sup>	80	15	95	77	16	93
Qld	69	12	81	78	10	88
SA	52	5	57	54	4	58
WA	54	10	64	54	5	59
Tas.	34	0	34	29	0	29
NT	20	6	26	14	0	14
ACT	18	0	18	15	2	17
Total	434	63	497	432	50	482

- (a) Includes all operative and inoperative interviewers.
- (b) Includes 18 inoperative ongoing interviewers and zero inoperative non-ongoing interviewers at 30 June 2022.
- (c) Counts updated from last year to include casual employees.
- (d) Includes 12 inoperative ongoing interviewers and zero inoperative non-ongoing interviewers at 30 June 2023.
- (e) Includes staff located in offices in Geelong and Melbourne.

1 Staff on leave for a duration of 3 months or more are deemed inoperative. ↩

2 Gender information is collected as male, female, non-binary and prefer not to say. Tables referencing gender will use the categories of male and female, with staff recorded as ‘non-binary’ or ‘prefer not to say’ included in totals only to protect privacy. ↩



# Workforce strategy

The ABS continues to operate in an increasingly competitive labour market for data and digital skills and experience.

The *ABS Workforce Strategy 2021–25*, launched in October 2021, is a key enabling strategy under the ABS' Enterprise Strategy, developed to ensure the ABS remains a highly professional, statistically expert and data capable workforce, and deliver on its strategic priorities. The strategy is reviewed annually, creating and revising key initiatives that support the ABS' workforce to be engaged and productive.

The Workforce Strategy calls out 6 workforce goals to which the ABS aspires, and that guide ABS workforce investments:

- We are capable
- We are collaborative
- We are connected
- We are leaders
- We are curious
- We are an employer of choice.

## Leveraging location

The ABS Location Strategy was launched in October 2022, formalising the ABS' approach to making location-based workforce and work program decisions.

The Strategy is principles-based and represents the ABS' commitment to its people and being an employer of choice by:

- adopting a more flexible approach to location
- recognising the value of maintaining vibrant offices
- focusing on attracting talent wherever it is in Australia
- providing existing employees with greater career opportunities within their current location
- supporting mobility between offices within existing physical office limitations
- providing people with flexibility to work remotely while recognising and maximising the value of office attendance
- aligning with APS directions.

## Workforce planning

Workforce planning supports continued delivery of enhanced public value by building organisational capability and statistical expertise. This enables the ABS to deliver trusted and reliable official statistics required by Australia's decision makers.

Workforce planning supports the implementation of the Workforce Strategy, embedding organisation-wide capability to plan for, and respond to, external influences and changing business requirements. It ensures the ABS workforce is well equipped to meet cyclical business needs and rises to the challenge of measuring a changing economy, population, society, and environment.

# Workplace diversity and inclusion

The ABS continues its commitment to growing inclusive workplaces and workplace cultures that value and celebrate diversity through the [2022–26 ABS Inclusion and Diversity Strategy](#). The strategy sets the ABS' intention to continue to create diverse and inclusive workplaces that reflect the Australian community, and enable staff to best apply their diverse skills, perspectives, and experiences.

The ABS has 6 staff networks designed for staff to connect, share knowledge and experiences, and foster meaningful and sustainable work relationships celebrating and promoting inclusion and diversity in the ABS. The networks, supported by 8 senior Inclusion and Diversity Champions and 3 Senior Executive Sponsors, are open to diversity group staff and allies:

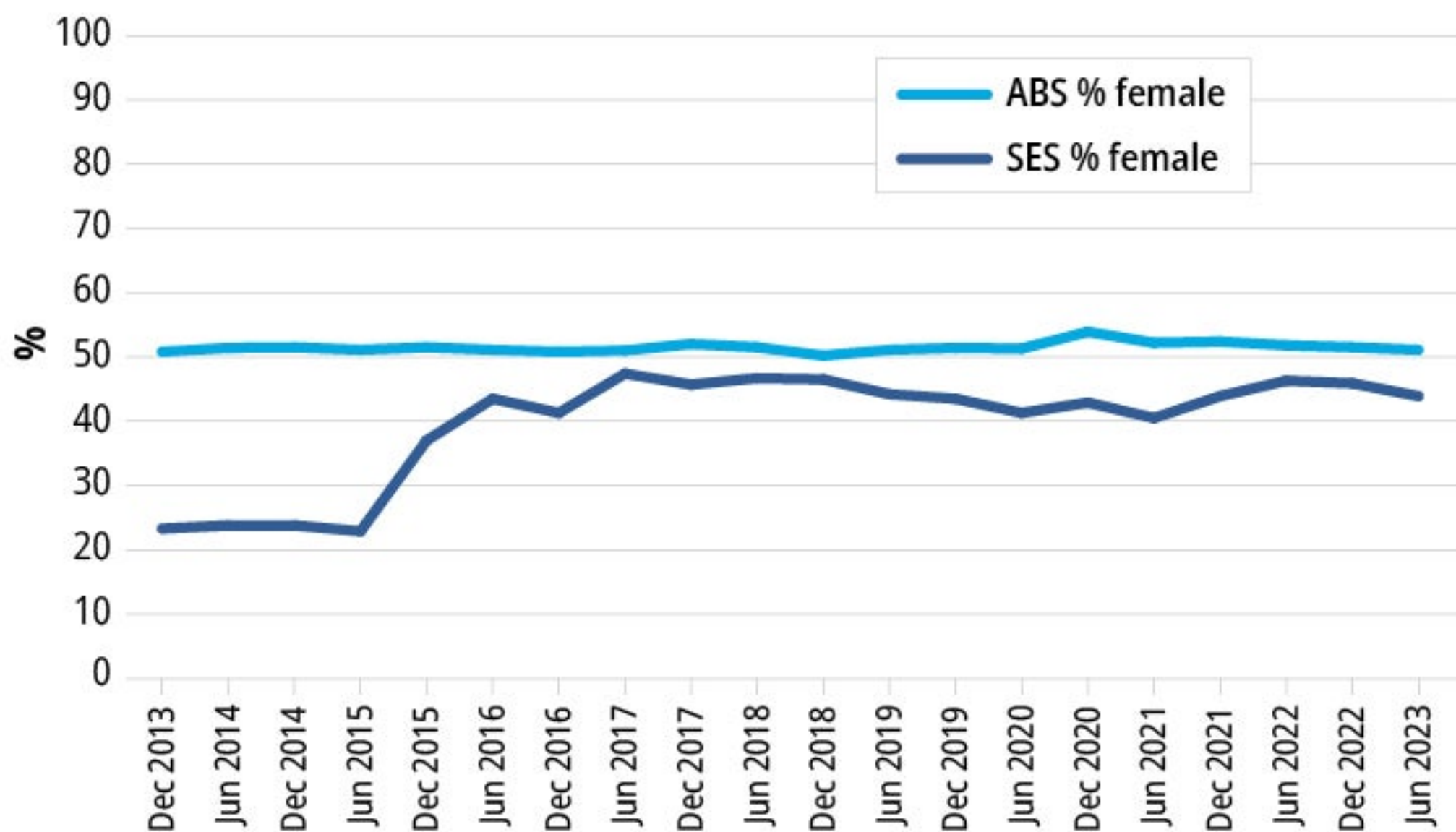
- Culturally and Linguistically Diverse – sharing knowledge and experiences of people across a range of cultural backgrounds.
- Disability and Carers – creating supportive relationships for staff with disability and caring responsibilities.
- Gender Equity – creating inclusion and reducing bias across all gender identities.
- Neurodiversity – for staff who are (or think they may be) neurodivergent, their managers and colleagues.
- Pride – bringing together people who may identify as lesbian, gay, bisexual, transgender, intersex and queer (LGBTQIA+).
- Yakeen – supporting Aboriginal and Torres Strait Islander staff.

## Gender balance

The Australian Statistician, Dr David Gruen AO, continued to drive inclusion and diversity initiatives in his role as a Champion of Change for STEM (science, technology, engineering, and mathematics).

Since June 2016, the ABS has maintained female representation at over 40% in its Senior Executive Service (SES) (see Figure 7.1). According to the [Champions of Change Coalition Impact Report 2022](#), the ABS was one of only 3 (out of 9) organisations that achieved the 40% or above target for female representation in identified role types.

**Figure 7.1: Proportion of female staff in the ABS, SES and all staff, December 2013 to June 2023(a)(b...**

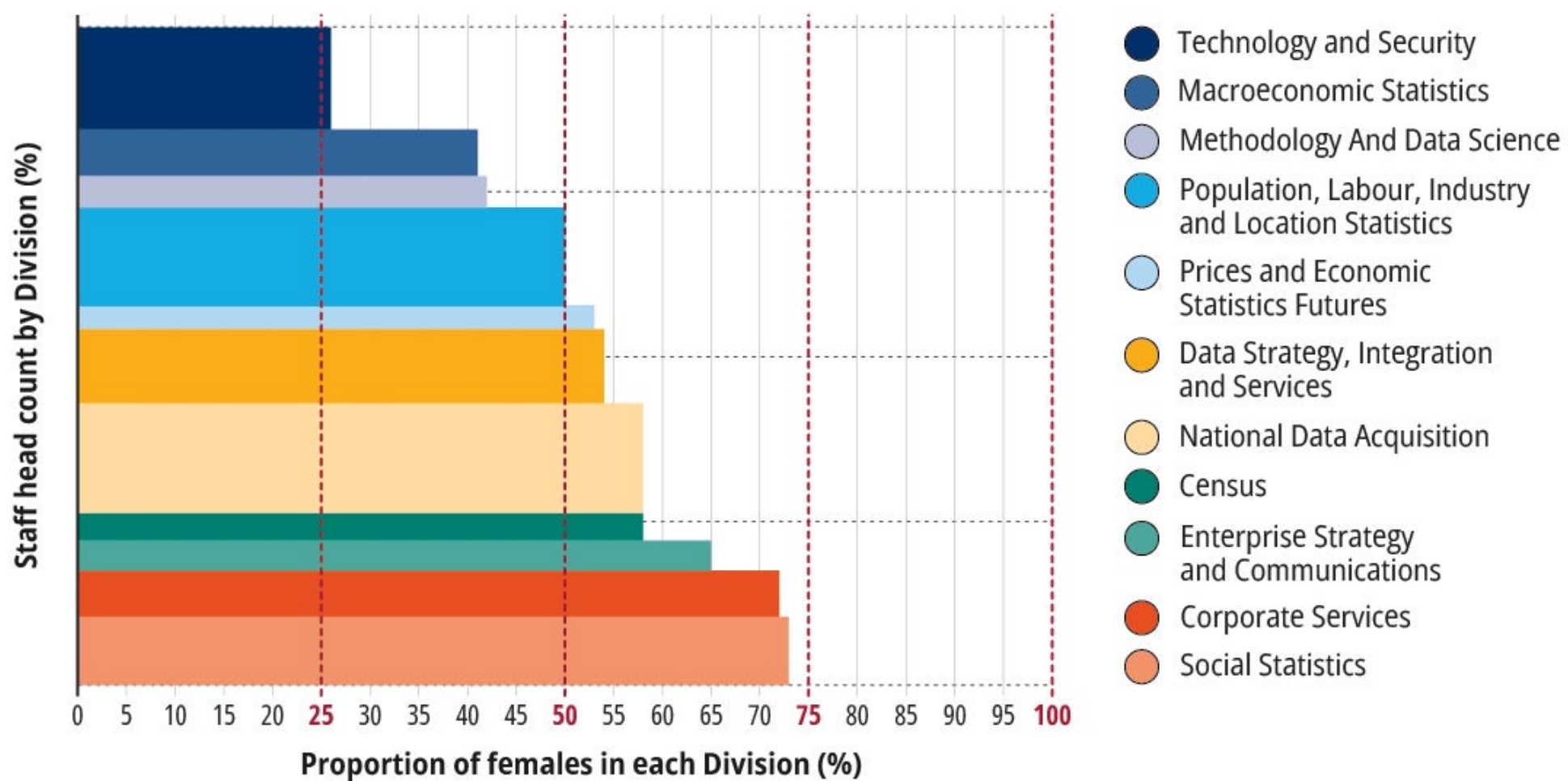


(a) SES percentages are based on nominal classification and include the Australian Statistician.

(b) Excludes inoperative staff and staff on outward temporary transfer.

There is gender balance in the ABS workforce, with the proportion of females in the workforce just under 55%.

However, there is a wide range in the proportion of female staff across Divisions in the ABS. In the ABS' most male-dominated Division (Technology and Security), the proportion is just over 25%, while in our most female-dominated Division (Social Statistics Division), the proportion is just under 75% (see Figure 7.2).



(a) Excludes 16 staff who either do not identify or have chosen not to specify a gender.

(b) Excludes 22 staff not mapped to a Division (the Australian Statistician, 3 Deputy Australian Statisticians, and their Executive Officers and Executive Assistants (6 in total); 2 acting Deputy Australian Statisticians; one inoperative Executive Officer; and a section of 9 staff reporting directly to a Deputy Australian Statistician).

## Gender pay gap

Since 2017–18 gender pay gap information has been calculated for APS entities by the Australian Public Service Commission (APSC) from data provided to the APS Employee Database. This calculation included only APS staff employed under the Public Service Act.

In 2022, the ABS commenced reporting on its APS and non-APS workforces to the Workplace Gender Equality Agency (WGEA). The most recently available WGEA gender pay gap data, from 2021, indicated that the ABS base gender pay gap was 4.1%. This compared well with the overall base gender pay gap of 10.1% for Commonwealth Agencies that undertook voluntary WGEA reporting in 2022 (52 of 117).

## Fostering inclusion

To support the ABS' commitment to be an inclusive and diverse organisation, in 2022–23 the ABS and its employees:

- produced an ABS Acknowledgement of Country recording in consultation with ABS Aboriginal and Torres Strait Islander staff to deliver a meaningful national ABS Acknowledgement of Country for events, presentations, and external engagement activities.
- created the guide to Managing and Working with Culturally and Linguistically Diverse (CALD) Staff in the Workplace.
- promoted inclusion and diversity through celebrations including: presentations on Neurodiversity – Workplace Adjustments for Executive Function; staff experiences for Wear it Purple Day presentation; International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) day; NAIDOC week celebrations; and National Reconciliation Day presentations.
- acted as an advocate via the APS Disability Champions forum to successfully influence the addition of a new question in the APS Employee Census to obtain metrics on neurodiversity.
- engaged the APS CALD Network to provide recommendations for the APS Employee Census survey questions to improve CALD data.
- were panel members for a joint CSIRO, Geoscience and Bureau of Meteorology IDAHOBIT presentation.

The ABS is committed to attracting diverse groups by ensuring its recruitment and selection processes are inclusive.

In 2022–23, the ABS took part in the APS Affirmative Measures Indigenous Recruitment pilot designed to achieve positive employment outcomes for Aboriginal and Torres Strait Islander peoples. The recruitment holistically assessed candidates on overall professional background, skillset, and experience rather than a compartmentalised assessment (where a candidate needs to perform well in one stage to move to the next). The recruitment incorporated an 'ask me anything session' and 'pre interview Welcome Yarn' designed to inform and support the candidates in a culturally safe environment.

## Multicultural access and equity

The ABS is committed to improving engagement and responding to the needs of Australians from diverse cultural and linguistic backgrounds. Strategies and policies are developed that are accessible and inclusive, and engagement strategies are developed as required.

## Workforce diversity profile

**Table 7.8: Public Service Act Aboriginal and Torres Strait Islander staff by employment type, at 30 June 2022 & 2023(a)(b)**

	At 30 June 2022 <sup>(c)</sup>	At 30 June 2023
Ongoing	37	33
Non-ongoing	7	8
<b>Total</b>	<b>44</b>	<b>41</b>

(a) Includes all operative and inoperative staff employed under the *Public Service Act 1999*.

(b) Excludes interviewers.

(c) Counts updated from last year to include casual employees.

**Table 7.9: Number of Public Service Act staff identifying as having a disability by employment type, at 30 June 2022 & 2023(a)(b)**

	At 30 June 2022 <sup>(c)</sup>	At 30 June 2023
Ongoing	68	77
Non-ongoing	13	12
<b>Total</b>	<b>81</b>	<b>89</b>

(a) Includes all operative and inoperative staff employed under the *Public Service Act 1999*.

(b) Excludes interviewers.

(c) Counts updated from last year to include casual employees.

## Disability reporting mechanism

*Australia’s Disability Strategy 2021–2031* (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. It sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia’s policies and programs that affect people with disability, their families, and carers. All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy. A range of reports on progress of the Strategy’s actions and outcome areas is published and available online. [1](https://www.disabilitygateway.gov.au/ads)

Disability reporting is included in the APS State of the Service reports and the APS Statistical Bulletin. [2](http://www.apsc.gov.au)

1 <https://www.disabilitygateway.gov.au/ads> ↵

2 <http://www.apsc.gov.au> ↵



# People development

In line with the *ABS Workforce Strategy 2021–25*, the ABS is building and reshaping its approach for maintaining and uplifting workforce capability to ensure continued access to a professional and capable workforce.

## Key achievements in 2022–23

The ABS uses a blended learning model that incorporates internally delivered e-learning, face-to-face, and virtual learning opportunities, augmented by external development opportunities.

A total of 23,734 internal course completions were recorded in 2022–23. This included data and statistical capability, leadership, management, privacy, security, work health and safety, and diversity and inclusion courses. LinkedIn Learning was leveraged to provide additional online learning options for staff development, with 57,133 videos and 1,851 courses completed.

The ABS invested in additional learning initiatives to build workforce capability more broadly. These included:

### **ABS Data Capability Census**

The Data Capability Census was piloted in 2022–23, leveraging the [APS Data Capability Framework](#) to assess current levels of capability across the organisation, and to offer employees a tool that enables them to self-identify and reflect on their strengths and next steps to further their career development. The results from the Census will inform future enterprise-wide training priorities.

### **Behaviours in focus initiative**

ABS partnered with an external vendor, Bullshift, to deliver a program aimed at building leadership capability, conscious communication, and cultural change. In 2022–23, 182 Executive Level 2 officers, and 568 Executive Level 1 officers participated in the program.

### **ABS and ATO Specialist Speaker Series**

2022–23 saw the continuation of a collaborative learning initiative with the Australian Taxation Office, led by the ABS, focusing on ways to build data capability across our agencies. Two sessions were delivered in October and November 2022.

### **Graduate Development Program**

Our Graduate Development Program remained strong with 94 graduates completing the program in 2022 and 99 commencing in 2023. Graduates participate in a range of virtual and in-person learning activities, including workshops, seminars, projects, presentations, shadowing and coaching opportunities, panel discussions, rotations, psychometric profiling, and communities of practice.

# Recruitment

The ongoing efficiency and effectiveness of the ABS depends on attracting, retaining, and deploying people with diverse experience and skillsets. The ABS focusses on marketing and recruitment campaigns to attract quality candidates in a high demand and competitive labour market for data and digital skills and experience.

## Key achievements in 2022–23

The ABS again led the data graduate stream for the Australian Government Graduate Program. 293 data graduates commenced their APS data career in February 2023, helping grow data capability uplift across the Australian Public Service. The recruitment campaign for the 2024 intake commenced in March 2023, with 39 agencies seeking approximately 370 data graduates. The ABS also piloted 2 new recruitment processes: an assessment centre for data analysts and APS Affirmative Measures Indigenous Recruitment pilot.

Focused recruitment resulted in:

- 79 ABS data graduate commencements
- 265 ongoing engagements; 118 (45%) of these were new APS employees, 113 (43%) were ABS non-ongoing staff who accepted an ongoing position, and 34 (13%) were permanent transfers into the ABS from other APS agencies <sup>1</sup>
- 199 new temporary office-based staff (including 5 temporary transfers from another agency and 194 new non-ongoing employees)
- 258 promotions
- 70 ongoing field interviewer commencements.

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<sup>1</sup> Percentages do not sum to 100 due to rounding. ↩

# Workplace health and safety

The ABS remains dedicated to a proactive and collaborative approach to the management of workplace health and safety (WHS) and employee wellbeing. Our specialised teams, comprising WHS advisors and rehabilitation specialists, are committed to promoting a healthier work environment. Their focus spans from injury and illness prevention, early intervention in the case of incidences, the facilitation of rehabilitation and return-to-work programs, through to the continuous improvement of WHS standards within ABS.

Guided by the ABS’ WHS Strategic Plan 2021–2026, strategic investment has been made in a range of WHS initiatives in 2022–23, which included the successful upgrade of the ABS Incident Reporting Early Intervention System and improvements to systems for managing psychosocial risks. The ABS’ commitment to safety excellence was recognised as a finalist in the National Safety Council of Australia Awards for WHS Excellence.

## Workplace health and safety regulation

Within the ABS, several specialist roles are delegated to professionally trained personnel, including WHS officers, first aid officers, mental health first aid officers, health and safety representatives and fire wardens.

The ABS maintains a network of Health and Safety Committees supported by the specialist National Work Health and Safety team; there are one national, one field-based and 8 site-based entities. These committees meet quarterly and play a crucial role in enhancing WHS consultation and safety culture.

## Provisional Improvement Notices, investigations and inspections

There were no Provisional Improvement Notices (PINs) issued by health and safety representatives under the [Work Health and Safety Act 2011](#) (WHS Act). Further, there were no PINs issued by Comcare (the regulator) under the WHS Act during the period.

Under the WHS Act, the ABS is required to report all [notifiable incidents](#) that occur in the course of conducting ABS business. ABS reported 25 notifiable incidents to the regulator in 2022–23, all of which were closed without further inspectorate action. During 2022–23, Comcare conducted 2 inspections of ABS offices and did not identify any non-compliance with the WHS Act or WHS Regulations.

## Rehabilitation and workers’ compensation

The ABS return to work performance has contributed to a reduction in the Comcare workers’ compensation premium rate from 0.56 per cent of payroll in 2021–22 to 0.47 per cent of payroll in 2022–23 (Table 7.10).

Table 7.10: Comcare workers’ compensation premium rate (percentage of total salary)

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
ABS	2.20	1.50	0.93	0.50	0.50	0.56	0.47
Overall scheme	1.72	1.23	1.06	0.85	0.85	0.83	0.83

## Attendance management

In 2022–23, the average number of days of unscheduled absence per full-time equivalent (FTE) was 12.4 days (Table 7.11).

Table 7.11: Unscheduled absence: days per FTE, 2018–19 to 2022–23(a)(b)

	2018-19	2019-20	2020-21	2021-22	2022-23
ABS	12.0	12.0	11.0	11.9	12.4
Australian Government (Large Agency) median <sup>(c)</sup>	13.7	13.3	12.5	13.1	n/a <sup>(d)</sup>

(a) Excludes interviewers, non-ongoing Census Data Processing Centre staff, and Census field staff.

(b) Totals do not include workers compensation.

(c) The Australian Government (Large Agency) average for previous years has been updated to reflect the new methodology used to calculate the unscheduled absence rate.

(d) The Australian Government (Large Agency) average for 2022–23 was not available at the time of preparing this report.

# Workplace relations

## Executive remuneration

Executive remuneration at the ABS refers to the remuneration of Key Management Personnel (KMP), SES staff, and other highly paid staff. Tables 7.12, 7.13, and 7.14 outline the remuneration paid to KMP, SES, and other highly paid staff.

The Australian Statistician determines the remuneration for all SES staff at the ABS. In determining SES remuneration arrangements, the Australian Statistician considers:

- the [Public Sector Workplace Relations Policy 2023](#)
- recommendations from the ABS SES Remuneration Committee
- contemporary remuneration arrangements and pay relativities with reference to the wider APS
- the APS Remuneration Survey (conducted by the APSC)
- individual performance
- salary relative to other ABS SES staff
- the position of individual salaries in the market.

The ABS SES Remuneration Committee makes recommendations to the Australian Statistician on SES Band 1 and 2 employment conditions and remuneration. The ABS SES Remuneration Committee is comprised of:

- Deputy Australian Statistician, Statistical Services Group
- Deputy Australian Statistician, Census and Data Services Group
- Deputy Australian Statistician, Enterprise Services Group.

Table 7.12: Information about remuneration for key management personnel (KMP), at 30 June 2023<sup>(a)</sup>

		Short-term benefits			Post employment benefits	Other long-term benefits		Termination benefits <sup>(b)</sup>	Total remuneration \$
Name	Position title	Base salary \$	Bonuses <sup>(b)</sup> \$	Other benefits and allowances <sup>(c)</sup> \$	Superannuation contributions \$	Long service leave \$	Other long-term benefits <sup>(b)</sup> \$	Termination benefits <sup>(b)</sup> \$	
David Gruen	Australian Statistician	643,629	0	4,336	101,209	19,634	0	0	768,808
Jenet Connell	Deputy Australian Statistician	442,667	0	4,336	76,278	14,188	0	0	537,469
Teresa Dickinson	Deputy Australian Statistician	386,733	0	4,336	71,130	11,995	0	0	474,194
Helen Wilson	Deputy Australian Statistician <sup>(d)</sup>	179,377	0	1,960	27,857	11,356	0	0	220,550
Brenton Goldsworthy	Deputy Australian Statistician <sup>(e)</sup>	54,265	0	498	8,493	38,017	0	0	101,273
Michael Smedes	Acting Deputy Australian Statistician <sup>(f)</sup>	63,895	0	997	10,122	5,182	0	0	80,196
Total		1,770,566	0	16,463	295,089	100,372	0	0	2,182,490

(a) KMP remuneration is prepared on an accrual basis as required under the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule).

(b) In 2022–23, there were no bonuses, other long-term benefit, nor termination benefits paid to KMP.

(c) Other benefits and allowances include car parking and related fringe benefits tax, and other allowances.

(d) Part-year – 1 July 2022 to 13 December 2022.

(e) Part-year – 22 May 2023 to 30 June 2023.

(f) Part-year – acting from 27 February 2023 to 19 May 2023.

Table 7.13: Information about remuneration for senior executives, at 30 June 2023<sup>(a)(b)(c)(d)</sup>

Total remuneration bands	Number of senior executives <sup>(i)</sup>	Short-term benefits <sup>(e)</sup>			Post-employment benefits	Other longer-term benefits <sup>(f)</sup>		Termination benefit <sup>(g)</sup>	Total remuneration <sup>(h)</sup>
		Average base salary \$	Average bonuses <sup>(j)</sup> \$	Average other benefits and allowances \$	Average superannuation contributions <sup>(k)</sup> \$	Average long service leave \$	Average other long-term benefits <sup>(j)</sup> \$	Average termination benefits \$	Average total remuneration \$
\$0 – \$220,000	27	93,500	0	2,509	17,747	2,051	0	11,642	127,450
\$220,001 – \$245,000	4	182,058	0	4,920	37,271	9,471	0	0	233,719
\$245,001 – \$270,000	21	207,308	0	4,720	38,082	10,723	0	0	260,833
\$270,001 – \$295,000	3	228,761	0	4,586	42,408	8,333	0	0	284,089
\$295,001 – \$320,000	2	248,124	0	4,801	44,558	9,186	0	0	306,670
\$320,001 – \$345,000	2	271,316	0	4,801	48,876	10,973	0	0	335,966
\$345,001 – \$370,000	2	275,252	0	4,801	43,354	29,374	0	0	352,781

- (a) This table is prepared on an accrual basis as required under the PGPA Rule.
- (b) In 2022–23, there were 26 fortnightly pays.
- (c) This table reports the average total remuneration of Senior Executives who received remuneration during the reporting period.
- (d) Those ABS officers who have been classified as Key Management Personnel (as per Table 7.12) have not been included in this table.
- (e) The Short-term benefits are comprised of:
- the average of Base salary (including: paid and accrued; paid while on annual leave; paid while on sick leave; higher duties allowance; and purchased annual leave); and
  - the average of Other benefits and allowances (motor vehicle allowance, car parking and related fringe benefits tax, and other allowances).
- (f) The Other long-term benefits are the average amount of long service leave accrued and deferred (more than 12 months) for the reporting period. It also includes the average of any salary paid while on long service leave.
- (g) The Termination benefits are the average amount of termination payment for the reporting period.
- (h) Totals may not equal sum of components due to rounding.
- (i) The number of Senior Executives includes full year, part year of substantive Senior Executives and staff acted in a Senior Executive position.
- (j) In 2022–23, there were no bonuses nor other long-term benefits paid to Senior Executives.
- (k) The Superannuation contributions are the average of the ABS’ superannuation contributions, including productivity component, for the reporting period.

**Table 7.14: Information about remuneration for other highly paid staff, at 30 June 2023<sup>(a)(b)(c)</sup>**

Total remuneration bands	Number of other highly paid Staff	Short-term benefits <sup>(d)</sup>			Post-employment benefits	Other longer-term benefits <sup>(e)</sup>		Termination benefits <sup>(f)</sup>	Total remuneration
		Average base salary \$	Average bonuses <sup>(g)</sup> \$	Average other benefits and allowances \$	Average superannuation <sup>(h)</sup> \$	Average long service leave \$	Average other long-term benefits <sup>(g)</sup> \$	Average termination benefits \$	Average total remuneration \$
\$240,000 – \$245,000	1	94,040	0	0	25,156	1,284	0	123,988	244,468
\$245,001 – \$270,000	1	218,870	0	0	33,018	5,368	0	0	257,257

- (a) This table is prepared on an accrual basis as required under the PGPA Rule.
- (b) In 2022–23, there were 26 fortnightly pays.
- (c) This table reports the average total remuneration of Other Highly Paid Staff who received remuneration during the reporting period.
- (d) The Short-term benefits are comprised of:
- the average of Base salary (including: paid and accrued; paid while on annual leave; paid while on sick leave; higher duties allowance;

- and purchased annual leave); and
2. the average of Other benefits and allowances (motor vehicle allowance, car parking and related fringe benefits tax, and other allowances).
- (e) The Other long-term benefits are the average amount of long services leave accrued and deferred (more than 12 months) for the reporting period. It also includes the average of any salary paid while on long service leave.
- (f) The Termination benefits are the average amount of termination payment for the reporting period.
- (g) In 2022–23, there were no bonuses, other long-term benefit, nor termination benefits paid to Other Highly Paid Staff.
- (h) The Superannuation contributions are the average of the ABS’ superannuation contributions, including productivity component, for the reporting period.

Employment arrangements

Table 7.15 presents the employment arrangements for ABS staff employed under the *Public Service Act 1999* as at 30 June 2023.

Interviewers are engaged under the *Australian Bureau of Statistics Act 1975* in accordance with the [Census and Statistics Regulation 2016](#). The *ABS Interviewers Enterprise Agreement 2020* is the employment instrument that applies to ABS interviewers (482 staff as at 30 June 2023).

Table 7.15: ABS employment arrangements, at 30 June 2023(a)

	SES	Non-SES	Total
ABS staff covered by the <i>Australian Bureau of Statistics Enterprise Agreement 2019</i>	0	2,986	2,986
Individual Flexibility Arrangements (IFA) made under the <i>Australian Bureau of Statistics Enterprise Agreement 2019</i> as at June 30 2023	0	26	26
SES staff covered by Determination under s. 24(1) of the <i>Public Service Act 1999</i> (includes SES staff on long term leave, secondment, and temporary transfer to other agencies)	44	0	44
Total	44	2,986	3,030

(a) The 26 staff with an IFA are included in the 2,986 ABS staff.

Salary arrangements

*Public Service (Subsection 24(1) – Australian Bureau of Statistics Non-SES Employees) Determination 2022* outlines the salary arrangements for non-SES ABS staff employed under the *Public Service Act 1999*.

Table 7.16: Salary ranges by classification level, at 30 June 2023(a)(b)

	Minimum Salary	Maximum Salary
SES 3	280,685	n/a <sup>(a)</sup>
SES 2	224,548	275,072
SES 1	179,639	218,935
EL 2	135,992	163,601 <sup>(b)</sup>
EL 1	108,931	125,922
APS 6	88,663	100,130
APS 5	78,928	88,655
APS 4	70,166	78,923
APS 3	62,193	70,107
APS 2	54,592	61,556
APS 1	47,739	54,389
Other	63,975	78,923

(a) There is no maximum salary range for the SES 3 cohort.

(b) EL 2 pay point four only accessible as detailed in clauses 15.1 and 15.2 of the *ABS Enterprise Agreement 2019*.



(b) L22 pay point not only accessible as detailed in clauses 10.1 and 10.2 of the ABS Enterprise Agreement 2019.

There are no performance pay arrangements in the ABS.

## **Non-salary benefits**

The ABS provided a range of non-salary benefits to staff including:

- mentoring and coaching programs
- capability development programs
- a confidential employee assistance program for staff and their immediate families
- study assistance for eligible staff
- access to flexible working arrangements
- contributions to relevant professional memberships
- an annual influenza vaccination program
- airline lounge memberships for eligible staff.

ABS staff are also eligible to participate in salary sacrifice arrangements for non-salary benefits such as novated lease vehicles.

# Performance management in the ABS

The ABS is committed to being a high-performing public agency, promoting a people-oriented culture through focus on leadership, communication, innovation, and engagement.

## **Office-based staff**

Where there are concerns about staff performance, specialist teams work with staff and managers implementing early strategies to improve performance. In 2022–23, 21 interventions were made with ongoing staff; of those, 6 improved their performance, 2 changed roles, 3 left the ABS, and 10 are being actively managed.

In situations where performance concerns do not improve after a set period, ABS managers work with staff to implement a Performance Improvement Plan (PIP). No PIPs were initiated for ongoing office-based staff during 2022–23.

Where a staff member's performance does not improve through a PIP, a formal Managing Under-Performance (MUP) process commences. Following a PIP from 2021–22, an ongoing staff member was the subject of a formal MUP process, on completion of the process, the Delegate determined a reassignment of duties was an appropriate outcome.

In 2022–23, 3 interventions were made with non-ongoing staff, and all 3 improved their performance.

## **ABS interviewers**

As with office-based staff, where there are concerns about an interviewer's performance, the staff member and manager work together to implement a PIP. No PIPs were initiated for interviewers during 2022–23.

# Staff misconduct

## **Office-based staff**

During 2022–23, the ABS undertook 4 investigations into suspected breaches of the APS Code of Conduct by ongoing office-based staff members. Two investigations resulted in breach findings and sanction/s were applied, one resulting in termination of employment. One investigation was ceased with a formal warning provided to the employee, and one remains in progress with an employee who has resigned.

The ABS began an investigation for potential misconduct by a non-ongoing employee, and the employee subsequently resigned.

## **ABS interviewers**

During 2022–23, the ABS undertook 3 misconduct investigations for ongoing interviewers. Two investigations remain in progress, and one was closed and referred to the work area for management under the Development and Performance Management Framework. During 2022–23, there were no non-ongoing interviewers investigated for potential breach of the Code of Conduct.

# Appendix A - Resource statements

## Entity Resource Statement 2022–23

	Actual available appropriation for 2022-23 \$'000 (a)	Payments made 2022-23 \$'000 (b)	Balance remaining 2022-23 \$'000 (a) – (b)
Departmental			
Annual appropriations - ordinary annual services <sup>1,2</sup>	544,329	480,349	63,980
Annual appropriations - other services - non-operating <sup>3</sup>	6,489	6,489	-
Total departmental annual appropriations	550,818	486,838	63,980
Total departmental resourcing	550,818	486,838	63,980
Total resourcing and payments for the ABS	550,818	486,838	63,980

1 *Supply Act (No. 1 and 3) 2022–23 and Appropriation Act (No.1 and 3) 2022–23.* This also include prior-year departmental appropriation and section 74 external revenue.

2 Departmental capital budgets are not separately identified in *Supply Act (No. 1 and 3)* and *Appropriation Act (No. 1 and 3)* and form part of ordinary annual services items. For accounting purposes, this amount has been designated as a ‘contribution by owner’.

3 *Supply Act (No. 2) 2022–23 and Appropriation Act (No. 2) 2022–23* and prior year *Appropriation Act (No. 2 and 4).*

## Expenses for Outcome 1

Outcome 1: Decisions on important matters made by governments, business and the broader community are informed by objective, relevant and trusted official statistics produced through the collection and integration of data, its analysis, and the provision of statistical information.	Budget *	Actual Expenses	Variation
	2022–23 \$'000 (a)	2022–23 \$'000 (b)	2022–23 \$'000 (a) – (b)
Program 1.1: Australia Bureau of Statistics			
Departmental expenses			
Departmental appropriation	370,250	379,279	(9,029)
s74 External Revenue <sup>1</sup>	71,198	79,729	(8,531)
Expenses not requiring appropriation in the Budget year <sup>2</sup>	27,410	27,906	(496)
Departmental total	468,858	486,914	(18,056)
Total expenses for Program 1.1	468,858	486,914	(18,056)
Outcome 1 totals by appropriation type			
Departmental expenses			
Departmental appropriation	370,250	379,279	(9,029)
s74 External Revenue <sup>1</sup>	71,198	79,729	(8,531)
Expenses not requiring appropriation in the budget year <sup>2</sup>	27,410	27,906	(496)
Departmental total	468,858	486,914	(18,056)
Total expenses for Outcome 1	468,858	486,914	(18,056)
		2021–22	2022–23
Average staffing level (number)		3,364	2,855

\* Full-year budget, including any subsequent adjustment made to the 2022–23 Budget at Additional Estimates.

1 Estimated expenses incurred in relation to receipts retained under section 74 of the PGPA Act 2013.

2 Expenses not requiring appropriation in the Budget year are made up of depreciation and amortisation expenses for non Rights-of-Use (ROU) assets, resources received free of charge, impairment loss on financial instruments, and make good expenses.



# Appendix B - Environmental sustainability

## Introduction

In 2022–23, the ABS continued its commitment to the principles of ecologically sustainable development as outlined in the [Environment Protection and Biodiversity Conservation Act 1999](#) (EPBC Act). This appendix meets the requirements of sub-section 516A (6) of the EPBC Act.

## Alignment of ABS activities to the principles of ecologically sustainable development

In accordance with the principles of ecologically sustainable development, the ABS pursues environmentally positive practices by:

- seeking to minimise adverse environmental impacts from its operations
- complying with relevant Commonwealth, state, and territory environment legislation and the Australian Government environmental policies and initiatives
- working towards continuously improving environmental performance
- supporting and promoting an environmentally responsible culture.

## Contribution to ecologically sustainable development by outcomes funded by the Appropriations Act

The ABS receives appropriation for the purpose of producing statistics on a wide range of social and economic matters which contribute to ecologically sustainable development. The ABS works closely with the community and governments to further build information on environmental statistics to complement the more established information bases on population, society, and the economy.

For more information on products and developments, please refer to the [ABS website](#) for statistics relating to agriculture, people, and communities (for regional statistics), environmental management, energy, water, waste, land and ecosystems.

## The effect of ABS activities on the environment

The ABS' activities are predominately office-based and affect the environment through:

- energy consumption and greenhouse gas pollution across its offices
- paper consumption
- carbon emissions in transportation
- water usage
- waste sent to landfill, whilst increasing recycling of packaging and waste
- the procurement of environmentally friendly products and technological solutions.

Additional environmental impacts are related to business related travel of both office and field staff.

## Measures taken to reduce the impact of activities by the ABS on the environment

The ABS seeks to actively manage and improve its performance through targeted initiatives as opportunities arise. Several key initiatives have been:

- Implementing activity-based work fit-outs across all offices to significantly decrease office footprints. This has reduced the environmental impact of fit out, furniture production, and the necessary operational services, particularly electricity and onsite waste.
- Minimising the environmental impact of fit out construction works by seeking to reuse existing furniture, a preference for adjusting existing fit out instead of clean floor starts, and separation of construction waste to limit landfill and promote recycling.

- Reducing energy consumption and waste in fit outs, where possible, by including energy efficient LED lights and lighting systems, smart lighting technologies and daylight harvesting.
- ABS publications are electronically available on the ABS website, and computer-assisted survey interviewing is used in place of paper forms, where possible.
- Continual program of improvement to the video-conferencing equipment and software to support increased working from home, and to reduce travel by using virtual teams and external video collaboration.
- Providing recycling services to all office-based staff, including:
  - recycling paper, bottles, aluminium cans, steel cans, plastic, and cardboard products in all offices.
  - recycling mobile phones, batteries, and polystyrene in all sites where contractor packaging removal was not part of the contracts or service agreements.
  - maintaining organic recycling of kitchen waste at ABS House in Canberra.
- Renewal of laptops issued to all staff which are ‘Energy Star Certified’ and 48% more energy efficient than the previous issued laptop.
- Procuring high efficiency multifunction devices, with sustainability features including:
  - black drums using less toner and producing 33% more pages before needing service or replacement.
  - spent black toner cartridges doubling as waste bottles, eliminating a consumable part.
- A preference for paper products from suppliers who are ‘Supply Nation Certified First Nation’ businesses and is fully recycled or ‘Programme for the Endorsement of Forest Certification’ certified.
- Purchasing office equipment/appliances with a high energy efficiency rating.

All staff have access to flexible working arrangements which has reduced the need to work at offices full-time. This has reduced staff travel to and from offices, and reduced associated office resources use, such as electricity, paper, and furniture.

## Reviewing and increasing the effectiveness of those measures

The ABS reviewed its commitment to environmental sustainability performance in 2022–23 and is in the process of refreshing its ‘Environmental Management System’ and a reassessment of performance targets. This will include the role staff can play through our ‘Green Teams’ and the further raising of environmental awareness and development of local initiatives.

In 2022–23, the ABS participated in the APSNetZero Greenhouse Gas Emissions Inventory reporting tool trial. The trial is now complete and the tool to be used across government will assist the ABS in understanding the source of its activities contributing to greenhouse gas emissions. 2022–23 is the first reporting year.

## ABS Greenhouse Gas Emissions Inventory 2022–23

Table 1: Location-based calculation method

Emission source	Scope 1 kg CO <sub>2</sub> -e	Scope 2 kg CO <sub>2</sub> -e	Scope 3 kg CO <sub>2</sub> -e	Total kg CO <sub>2</sub> -e
Electricity	N/A	1 285 662	132 887	1 418 549



Electricity	N/A	1,285,662	132,887	1,418,549
Natural Gas	–	N/A	–	–
Fleet vehicles	19,733	N/A	4,980	24,713
Domestic flights	N/A	N/A	987,844	987,844
Other energy	–	N/A	–	–
<b>Total kg CO<sub>2</sub>-e</b>	<b>19,733</b>	<b>1,285,662</b>	<b>1,125,710</b>	<b>2,431,105</b>

CO2-e = Carbon Dioxide Equivalent

The electricity emissions reported above are calculated using the location-based approach. When applying the market-based method, which accounts for activities such as Greenpower, purchased large-scale generation certificates, and/or being in the ACT, the total emissions for electricity reduce.

**Table 2: Market-based calculation method**

Emission source	Scope 1 kg CO <sub>2</sub> -e	Scope 2 kg CO <sub>2</sub> -e	Scope 3 kg CO <sub>2</sub> -e	Total kg CO <sub>2</sub> -e
Electricity	N/A	839,259	111,078	950,337
Natural Gas	–	N/A	–	–
Fleet vehicles	19,733	N/A	4,980	24,713
Domestic flights	N/A	N/A	987,844	987,844
Other energy	–	N/A	–	–
<b>Total kg CO<sub>2</sub>-e</b>	<b>19,733</b>	<b>839,259</b>	<b>1,103,902</b>	<b>1,962,894</b>

CO2-e = Carbon Dioxide Equivalent

Greenhouse gas emissions reporting has been developed with methodologies consistent with the Whole-of-Australian Government approach as part of the APS Net Zero 2030 policy.

# Appendix C - Errors and omissions

## ABS Annual Report 2021–22

### Chapter 4: Annual Performance Statement 2021–22

#### Pages 23–24

The number of registered TableBuilder users was incorrectly reflected in the 2021–22 results for Measure 3.1: ‘Access to ABS statistics and data’.

The originally reported overall index value for 2021–22 was 129.0, representing a 29% growth from the benchmark value of 100 in 2020–21.

The corrected overall index value for 2021–22 is 113.2, representing a 13.2% growth from the benchmark value of 100 in 2020–21.

The originally reported number of registered TableBuilder users at the end of 2021–22 was “over 105,000”.

The corrected number of registered TableBuilder users at the end of 2021–22 is “over 117,000”.

### Chapter 7: Management of Human Resources

#### Page 83

Employee statistics as at 30 June 2022 omitted a count of casual employees.

The originally reported information was as follows:

As at 30 June 2022, there were a total of 3,481 operative and inoperative staff employed by the ABS, including:

- 2,855 operative staff employed under the *Public Service Act 1999*
- 134 inoperative staff employed under the *Public Service Act 1999* <sup>38</sup>
- 473 operative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- 18 inoperative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- the Australian Statistician, by statutory appointment under the *Australian Bureau of Statistics Act 1975*.

The corrected information is:

As at 30 June 2022, there were a total of 3,667 operative and inoperative staff employed by the ABS, including:

- 3,034 operative staff employed under the *Public Service Act 1999*
- 135 inoperative staff employed under the *Public Service Act 1999* <sup>38</sup>
- 479 operative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- 18 inoperative interviewers employed under the *Australian Bureau of Statistics Act 1975*
- the Australian Statistician, by statutory appointment under the *Australian Bureau of Statistics Act 1975*.

Footnote 38 refers to Staff on leave for a duration of 3 months or more are deemed inoperative.

#### Pages 84, 85, 86 and 90

Information on non-ongoing employees published in the following 6 tables omitted a count of casual employees at 30 June 2022. Corrected counts are provided in the tables below.

#### Page 84

Table 7.2: Total non-ongoing staff by gender, location, and employment status, at 30 June 2021 & 2022(a)

	At 30 June 2022 <sup>(b)</sup>				
	Male		Female		Total
Location	Full-time	Part-time	Full-time	Part-time	
NSW	3	14	3	4	24

Vic. <sup>(c)</sup>	54	66	82	124	327
Qld	8	15	9	7	39
SA	8	2	5	8	23
WA	14	8	6	10	38
Tas.	9	3	4	3	19
NT	1	1	1	5	8
ACT	67	16	52	18	154
<b>Total</b>	<b>164</b>	<b>125</b>	<b>162</b>	<b>179</b>	<b>632<sup>(d)</sup></b>

- (a) Counts include interviewers and inoperative staff.
- (b) Counts updated from last year to include casual employees.
- (c) Includes staff located in offices in Dandenong, Geelong, and Melbourne.
- (d) Includes non-binary staff.

Page 85

**Table 7.4: Non-ongoing Public Service Act staff by gender, classification, and employment status, at 30 June 2021 & 2022<sup>(a)(b)(c)</sup>**

	(d)(e) At June 30 2022				
	Male		Female		Total
Classification	Full-time	Part-time	Full-time	Part-time	
SES 3	0	0	0	0	0
SES 2	0	0	0	0	0
SES 1	1	0	0	0	1
EL 2	0	8	1	1	10
EL 1	4	4	2	4	14
APS 6	14	8	12	2	37
APS 5	23	2	34	3	62
APS 4	96	6	86	20	209
APS 3	23	15	26	22	86
APS 2	3	54	1	92	150
APS 1	0	0	0	0	0
Other	0	0	0	0	0
Total	164	97	162	144	569(f)

- (a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.
- (b) Excludes interviewers.
- (c) Counts are based on nominal classification.
- (d) Includes 5 inoperative non-ongoing staff (by level and gender: EL2 – 1 male; APS5 – 1 female; APS4 – 2 female; APS3 – 1 male).
- (e) Counts updated from last year to include casual employees.
- (f) Includes non-binary staff.

Page 85

**Table 7.5: Public Service Act staff by location and employment type, at 30 June 2021 & 2022<sup>(a)(b)</sup>**

Location	At 30 June 2022 <sup>(c)(d)</sup>		
	Ongoing	Non-ongoing	Total
NSW	209	9	218
Vic. <sup>(e)</sup>	603	312	915
Qld	197	27	224
SA	266	18	284
WA	154	28	182
Tas.	116	19	135

NT	16	2	18
ACT	1,039	154	1,193
<b>Total</b>	<b>2,600</b>	<b>569</b>	<b>3,169</b>

- (a) Includes all operative and inoperative ABS staff employed under the *Public Service Act 1999*.
- (b) Excludes the Australian Statistician and interviewers.
- (c) Includes 130 inoperative ongoing staff and 5 inoperative non-ongoing staff at 30 June 2022.
- (d) Counts updated from last year to include casual employees.
- (e) Includes staff located in offices in Dandenong, Geelong, and Melbourne.

Page 86

Table 7.6: Number of interviewers by location and employment type, at 30 June 2021 & 2022(a)

	At 30 June 2022 <sup>(b)(c)</sup>		
Location	Ongoing	Non-ongoing	Total
NSW	107	15	122
Vic. <sup>(d)</sup>	80	15	95
Qld	69	12	81
SA	52	5	57
WA	54	10	64
Tas.	34	0	34
NT	20	6	26
ACT	18	0	18
<b>Total</b>	<b>434</b>	<b>63</b>	<b>497</b>

- (a) Includes all operative and inoperative interviewers.
- (b) Includes 18 inoperative ongoing interviewers at 30 June 2022.
- (c) Counts updated from last year to include casual employees.
- (d) Includes staff located in offices in Dandenong, Geelong, and Melbourne.

Page 90

Table 7.7: Public Service Act Aboriginal and Torres Strait Islander staff by employment type, at 30 June 2021 & 2022(a)(b)

	At 30 June 2022 <sup>(c)</sup>
Ongoing	37
Non-ongoing	7
<b>Total</b>	<b>44</b>

- (a) Includes all operative and inoperative staff employed under the *Public Service Act 1999*.
- (b) Excludes interviewers.
- (c) Counts updated from last year to include casual employees.

Table 7.8: Number of Public Service Act staff identifying as having a disability by employment type, at 30 June 2021 & 2022(a)(b)

	At 30 June 2022 <sup>(c)</sup>
Ongoing	68
Non-ongoing	13
<b>Total</b>	<b>81</b>

(a) Includes all operative and inoperative staff employed under the *Public Service Act 1999*.

(b) Excludes interviewers.

(c) Counts updated from last year to include casual employees.

# List of figures and tables

<b>Figure 2.1</b>	<a href="#">Organisational chart, at 30 June 2023</a>
<b>Figure 7.1</b>	<a href="#">Proportion of female staff in the ABS, SES and all staff, December 2013 to June 2023</a>
<b>Figure 7.2</b>	<a href="#">Proportion of female staff by Division, at 30 June 2023</a>
<b>Table 6.1:</b>	<a href="#">Governance fora, at 30 June 2023</a>
<b>Table 6.2:</b>	<a href="#">Audit and Risk Committee membership, 2022–23</a>
<b>Table 6.3:</b>	<a href="#">Expenditure on reportable consultancy contracts, 2022–23</a>
<b>Table 6.4:</b>	<a href="#">Organisations receiving a share of reportable consultancy contracts, 2022–23</a>
<b>Table 6.5:</b>	<a href="#">Expenditure on reportable non-consultancy contracts, 2022–23</a>
<b>Table 6.6:</b>	<a href="#">Organisations receiving a share of reportable non-consultancy contracts, 2022–23</a>
<b>Table 6.7:</b>	<a href="#">Advertising and market research payments over \$15,200, 2022–23</a>
<b>Table 7.1:</b>	<a href="#">Total ongoing staff by gender, location, and employment status, at 30 June 2022 &amp; 2023</a>
<b>Table 7.2:</b>	<a href="#">Total non-ongoing staff by gender, location, and employment status, at 30 June 2022 &amp; 2023</a>
<b>Table 7.3:</b>	<a href="#">Ongoing Public Service Act staff by gender, classification, and employment status, at 30 June 2022 &amp; 2023</a>
<b>Table 7.4:</b>	<a href="#">Non-ongoing Public Service Act staff by gender, classification, and employment status, at 30 June 2022 &amp; 2023</a>
<b>Table 7.5:</b>	<a href="#">Public Service Act staff by employment status and classification level, at 30 June 2022 &amp; 2023</a>
<b>Table 7.6:</b>	<a href="#">Public Service Act staff by location and employment type, at 30 June 2022 &amp; 2023</a>
<b>Table 7.7:</b>	<a href="#">Number of interviewers by location and employment type, at 30 June 2022 &amp; 2023</a>
<b>Table 7.8:</b>	<a href="#">Public Service Act Aboriginal and Torres Strait Islander staff by employment type, at 30 June 2022 &amp; 2023</a>
<b>Table 7.9:</b>	<a href="#">Number of Public Service Act staff identifying as having a disability by employment type, at 30 June 2022 &amp; 2023</a>
<b>Table 7.10:</b>	<a href="#">Comcare workers' compensation premium rate (percentage of total salary)</a>
<b>Table 7.11:</b>	<a href="#">Unscheduled absence: days per FTE, 2018–19 to 2022–23</a>
<b>Table 7.12:</b>	<a href="#">Information about remuneration for key management personnel (KMP), at 30 June 2023</a>
<b>Table 7.13:</b>	<a href="#">Information about remuneration for senior executives, at 30 June 2023</a>
<b>Table 7.14:</b>	<a href="#">Information about remuneration for other highly paid staff, at 30 June 2023</a>
<b>Table 7.15</b>	<a href="#">ABS employment arrangements, at 30 June 2023</a>
<b>Table 7.16</b>	<a href="#">Salary ranges by classification level, at 30 June 2023</a>

# Glossary

<b>Administrative data</b>	Administrative data is information collected by government entities, businesses, or other organisations for various purposes, including registrations, transactions and record keeping, usually during the delivery of a service.
<b>Australian and New Zealand Standard Classification of Occupations (ANZSCO)</b>	The Australian and New Zealand Standard Classification of Occupations (ANZSCO) provides a basis for the standardised collection, analysis and dissemination of occupation data for Australia and New Zealand.
<b>Application Programming Interface (API)</b>	Software that allows two applications to talk to each other. They allow machine-to-machine transfer of data from the ABS to users.
<b>Big data</b>	Massive complex structured and unstructured datasets that are rapidly generated and transmitted from a wide variety of sources.
<b>Census</b>	The ‘Census of Population and Housing’ (Census) is conducted every five years under the authority of the <i>Census and Statistics Act 1905</i> . The Census measures the number of people in Australia on Census night, their key characteristics and the households and dwellings in which they live.
<b>Comcare</b>	The national authority for work health and safety, and workers’ compensation.
<b>CTASS</b>	Community Trust in ABS Statistics Survey (a five-yearly independent survey of the general community and informed users).
<b>Customised data request</b>	Also known as a ‘consultancy’; cost-recovered customer requests for ABS data not available for free.
<b>Data integration</b>	Bringing information from different sources together for statistical and research purposes.
<b>DataLab</b>	Facility delivering remote secure access to data and increased ability to handle large datasets with faster processing through new/external servers.
<b>Key Management Personnel</b>	Those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity.
<b>Multi-Agency Data Integration Project (MADIP)</b>	A secure data asset combining information on health, education, government payments, income and taxation, employment, and population demographics (including the Census) over time.
<b>Microdata</b>	A file where each record or row of the dataset represents information relating to one person, household, or business.
<b>Notifiable incident</b>	An incident is notifiable to Comcare if it arises out of the conduct of the business or undertaking by the ABS, and results in the death, serious injury or serious illness of a person or involves a dangerous incident.
<b>Privacy Impact Assessment (PIA)</b>	A systematic assessment of a project that identifies the impact the project might have on the privacy of individuals, and sets out recommendations for managing, minimising, or eliminating that impact.
<b>Provisional Improvement Notice (PIN)</b>	Tells a business or employer (or other Person Conducting a Business or Undertaking) that a contravention to the <i>Work Health and Safety Act 2011</i> needs to be addressed as soon as possible.
<b>Reportable consultancy contract</b>	A contract reported on the AusTender website i.e., any contract with a value of \$10,000 or more.
<b>Secondment</b>	A staff member working temporarily in another agency or department.
<b>Statistical release</b>	Any product released on the ABS website that has a catalogue number and a reference period, including statistical publications, information papers, research papers, classifications, and standards. Excludes the reissue of any product, and corporate documents such as annual reports, the corporate plan and forward work program.
<b>Single Touch Payroll (STP)</b>	Digital platform on which employers report payroll information to the Australian Taxation Office after each pay day.
<b>TableBuilder</b>	An online self-help tool which enables users to create tables, graphs, and maps of data.
<b>Unscheduled absence</b>	Any form of leave which has not been approved in advance, including bereavement, carers, compensation, sick (both with and without evidence) and unauthorised leave.
<b>Website session</b>	A session is a group of user interactions with the website that takes place within a given period e.g., a single session can contain multiple page views, events, social interactions, and ecommerce transactions.





# List of Requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	<a href="#">Letter of transmittal</a>	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	N/A	Table of contents (print only).	Mandatory
17AJ(b)	N/A	Alphabetical index (print only).	Mandatory
17AJ(c)	<a href="#">Glossary</a>	Glossary of abbreviations and acronyms.	Mandatory
17AJ(e)	<a href="#">Copyright information and contact details</a>	Details of contact officer.	Mandatory
17AJ(f)	<a href="#">Copyright information and contact details</a>	Entity's website address.	Mandatory
17AJ(g)	<a href="#">Copyright information and contact details</a>	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	<a href="#">Chapter 1 - Australian Statistician's review</a>	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	<a href="#">Purpose and plan</a>	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	<a href="#">Organisational chart</a>	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	<a href="#">ABS Portfolio Budget Statement outcome and program</a>	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	<a href="#">Purpose and plan</a>	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	<a href="#">Purpose and plan</a>	Name of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(ii)	<a href="#">Purpose and plan</a>	Position title of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(iii)	<a href="#">Purpose and plan</a>	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory

<b>17AE(1)(b)</b>	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory
<b>17AE(2)</b>	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
<b>17AD(c)</b>	<b>Report on the Performance of the entity</b>		
	<b>Annual performance Statements</b>		
<b>17AD(c)(i); 16F</b>	<a href="#">Chapter 4 - Annual Performance Statement 2022-23</a>	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
<b>17AD(c)(ii)</b>	<b>Report on Financial Performance</b>		
<b>17AF(1)(a)</b>	<a href="#">Chapter 5 - Financial statements</a>	A discussion and analysis of the entity's financial performance.	Mandatory
<b>17AF(1)(b)</b>	<a href="#">Appendix A - Resource statements</a>	A table summarising the total resources and total payments of the entity.	Mandatory
<b>17AF(2)</b>	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory
<b>17AD(d)</b>	<b>Management and Accountability</b>		
	<b>Corporate Governance</b>		
<b>17AG(2)(a)</b>	<a href="#">Letter of transmittal</a>	Information on compliance with section 10 (fraud systems)	Mandatory
<b>17AG(2)(b)(i)</b>	<a href="#">Letter of transmittal</a>	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
<b>17AG(2)(b)(ii)</b>	<a href="#">Letter of transmittal</a>	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
<b>17AG(2)(b)(iii)</b>	<a href="#">Letter of transmittal</a>	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory
<b>17AG(2)(c)</b>	<a href="#">Chapter 6 - Corporate governance</a>	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
<b>17AG(2)(d) – (e)</b>	<a href="#">Fraud control</a>	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory

	<b>Audit Committee</b>		
<b>17AG(2A)(a)</b>	<a href="#">Audit and Risk Committee</a>	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
<b>17AG(2A)(b)</b>	<a href="#">Audit and Risk Committee</a>	The name of each member of the entity's audit committee.	Mandatory
<b>17AG(2A)(c)</b>	<a href="#">Audit and Risk Committee</a>	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
<b>17AG(2A)(d)</b>	<a href="#">Audit and Risk Committee</a>	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
<b>17AG(2A)(e)</b>	<a href="#">Audit and Risk Committee</a>	The remuneration of each member of the entity's audit committee.	Mandatory
	<b>External Scrutiny</b>		
<b>17AG(3)</b>	<a href="#">External scrutiny</a>	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
<b>17AG(3)(a)</b>	<a href="#">External scrutiny</a>	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
<b>17AG(3)(b)</b>	<a href="#">External scrutiny</a>	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
<b>17AG(3)(c)</b>	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
	<b>Management of Human Resources</b>		
<b>17AG(4)(a)</b>	<a href="#">Chapter 7 - Management of human resources</a>	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
<b>17AG(4)(aa)</b>	<a href="#">Chapter 7 - Management of human resources</a>	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following:(a) statistics on full-time employees;(b) statistics on part-time employees;(c) statistics on gender(d) statistics on staff location	Mandatory
<b>17AG(4)(b)</b>	<a href="#">Chapter 7 - Management of human resources</a>	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: Statistics on staffing classification level; Statistics on full-time employees; Statistics on part-time employees;Statistics on gender;Statistics on staff location;Statistics on employees who identify as Indigenous.	Mandatory
<b>17AG(4)(c)</b>	<a href="#">Workplace relations</a>	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the Public Service Act 1999.	Mandatory
<b>17AG(4)(c)(i)</b>	<a href="#">Workplace relations</a>	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
<b>17AG(4)(c)(ii)</b>	<a href="#">Workplace relations</a>	The salary ranges available for APS employees by classification level.	Mandatory
<b>17AG(4)(c)(iii)</b>	<a href="#">Workplace relations</a>	A description of non-salary benefits provided to employees.	Mandatory
<b>17AG(4)(c)(iv)</b>	N/A	Information on the number of employees at each classification	If applicable

<b>17AG(4)(d)(i)</b>	N/A	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
<b>17AG(4)(d)(ii)</b>	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
<b>17AG(4)(d)(iii)</b>	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
<b>17AG(4)(d)(iv)</b>	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory
<b>Assets Management</b>			
<b>17AG(5)</b>	<a href="#">Asset management</a>	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory
<b>Purchasing</b>			
<b>17AG(6)</b>	<a href="#">Purchasing</a>	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory
<b>Reportable consultancy contracts</b>			
<b>17AG(7)(a)</b>	<a href="#">Purchasing</a>	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
<b>17AG(7)(b)</b>	<a href="#">Purchasing</a>	A statement that "During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]".	Mandatory
<b>17AG(7)(c)</b>	<a href="#">Purchasing</a>	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
<b>17AG(7)(d)</b>	<a href="#">Purchasing</a>	A statement that "Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."	Mandatory
<b>Reportable non-consultancy contracts</b>			
<b>17AG(7A)(a)</b>	<a href="#">Purchasing</a>	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
<b>17AG(7A)(b)</b>	<a href="#">Purchasing</a>	A statement that "Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."	Mandatory
<b>17AD(daa)</b>	<b>Additional information about organisations receiving amounts under reportable consultancy</b>		

	<b>contracts or reportable non-consultancy contracts</b>		
<b>17AGA</b>	<a href="#">Purchasing</a>	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
	<b>Australian National Audit Office Access Clauses</b>		
<b>17AG(8)</b>	N/A	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
	<b>Exempt contracts</b>		
<b>17AG(9)</b>	<a href="#">Purchasing</a>	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
	<b>Small business</b>		
<b>17AG(10)(a)</b>	<a href="#">Purchasing</a>	A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."	Mandatory
<b>17AG(10)(b)</b>	<a href="#">Purchasing</a>	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
<b>17AG(10)(c)</b>	<a href="#">Purchasing</a>	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that "[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website."	If applicable, Mandatory
	<b>Financial Statements</b>		
<b>17AD(e)</b>	<a href="#">Chapter 5 - Financial statements</a>	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
	<b>Executive Remuneration</b>		
<b>17AD(da)</b>	<a href="#">Workplace relations</a>	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory
<b>17AD(f)</b>	<b>Other Mandatory Information</b>		
<b>17AH(1)(a)(i)</b>	<a href="#">Advertising and market research</a>	If the entity conducted advertising campaigns, a statement that "During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the	If applicable, Mandatory

		Department of Finance’s website.”	
17AH(1)(a)(ii)	N/A	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	N/A	A statement that “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, Mandatory
17AH(1)(c)	<a href="#">Workplace diversity and inclusion</a>	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	<a href="#">Information Publication Scheme</a>	Website reference to where the entity’s Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	<a href="#">Appendix C - Errors and omissions</a>	Correction of material errors in previous annual report	If applicable, mandatory
17AH(2)	<a href="#">Workplace health and safety</a> <a href="#">Appendix B - Environmental sustainability</a>	Information required by other legislation	Mandatory